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Union-Management Cooperation in Job Evaluation¹

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YOU HAVE seen the reports of many employee attitude surveys which give the various causes of employee dissatisfaction. One of the most frequently mentioned items is wages. The position of wage dissatisfaction in this list is a good index of how well that particular company manages the wage problem.

The determination of wage standards is therefore one of the controversial areas of union-management relations. Most managements regard wage-rate determination as their exclusive responsibility, and it is often referred to as a "management prerogative." Many times when something is referred to as a management prerogative it means that it is something management intends to fight about with the union rather than agree upon!

It is clear that some functions cannot be shared with labor, but wage-rate determination need not usually be one of them. Either you agree jointly on a wage-rate structure in its entirety, or you fight over each rate, one at a time.

One Company's Experience

My story is of the experience of a food-processing company that eliminated most of the individual rate grievances by installing a plan of job evaluation, under which each job rate was determined by a joint union-management committee.

The company was organized for the first time in 1938 by one of the national unions. There are 1,100 hourly rated employees at this plant. Not all the em-

ployees in the hourly rated group were organized, and one of the sources of conflict was the union claim of difference in treatment accorded these two groups.

UNION COMPLAINTS

The union principally complained, however, of many unsatisfactory individual rates. There was variation of rates for jobs of the same evaluated points. Those with higher rates got a break that nobody else got. They got it at the expense of others. While the union, you might notice, didn't object to having some of the people have an advantage, the interesting fact is that this union wanted a fair and equitable rate structure in which everyone got a fair break, and it was that impulse on the part of the union which brought about the evaluation in the first place. Management didn't want formal evaluation.

QUESTION: Could you tell us about one or two of those exceptionally high points; why they got so high?

MR. HAY: They seem to be the result of a combination of errors of judgment and pressure for recognition of jobs that were difficult. Some are blacksmiths, machinists and other trades and the rest are jobs peculiar to the industry.

QUESTION: Did incentive bonuses have anything to do with those higher rates?

MR. HAY: No, there are no incentives in the jobs shown on this chart.

After several strikes and work stoppages the union asked management for

job evaluation in order to provide a sound rate structure. Management refused.

After the refusal of management to agree to an evaluation of jobs, the union petitioned the War Labor Board to order job evaluation. The WLB appointed a special three-man panel to consider the case and make a report. Briefs were asked from both sides, and a hearing was held at which the briefs were presented and arguments heard. The management brief, of course, took a negative stand. The union developed its case by attempting to show that the rate differentials in numerous cases were wrong. This was done by reading at the hearing a detailed description of two jobs and demonstrating that one was much more important than the other. Then the rates for the two jobs were given and shown to be either the same or very close together—not far enough apart to account for the considerable difference in importance of the two jobs.

As a result of the hearing, the panel recommended job evaluation, and the board approved the recommendation. This, by the way, was handled by the third regional board, the Philadelphia board, which is rather partial to evaluation. I think it is correct to say the board and the staff know a great deal about job evaluation.

CONSULTANT ENTERS CASE

There was a discussion between union and management regarding the type of evaluation to be used. The union insisted on factor-comparison evaluation, their technical adviser being convinced that it was the proper method to use. The company at first held out for the use of a

¹Digest of a talk delivered at a special Job Evaluation Conference held at the offices of the National Industrial Conference Board, 247 Park Avenue, New York, on April 6, 1945. It describes a job evaluation in a food-processing company under Mr. Hay's direction.

point method adapted from one which had been used in another company. The union still insisted on factor comparison, however, and management finally agreed to its use.

At the first evaluation meeting, each side held a "caucus" in a corner of the room. Then it was suggested that they sit alternately at the table, a union man, then a management man, and so on. Both sides fell right in with the suggestion, and after that there was never any caucusing.

Of course, the evaluation work was done beforehand, not in the committee room. Every man did his own work elsewhere and submitted it in writing in advance. The purpose of the meeting was to harmonize differences.

INDOCTRINATION

It has been my experience that you can talk about evaluation "until you are blue in the face," but it is difficult to convey the idea to anyone else, especially if he hasn't already made a study of evaluation. That is even true among so-called experts.

QUESTION: Mr. Hay, you spoke of twelve around the table. Did the six union men have different opinions?

MR. HAY: Oh, yes. In fact, in another recent union-management committee meeting there were two "hot" arguments going on at the same moment. Amusingly enough, two management men were yelling at each other, and two union men were yelling at each other.

QUESTION: We are doing a job in our plant right now on a factor-comparison method with a consultant. An outsider is chairman of a five-man committee of two union and two management men. We do not sit alternately, but the two union men are on one side of the table and the two management men on the other side of the table.

MR. HAY: It doesn't matter so much with a small committee like that.

QUESTION: And we do not have common opinions at all. The union man argues with the union man, and the management man argues with the management man. I happen to be one of the management men. Also, we do not prepare our information or our rankings outside and bring them in. We do it right there, on a sheet of paper, independently, each one independently from the other one, and this fellow, who is the chairman, has been able to keep it that way.

MR. HAY: What you have said does not disagree with anything I have said. However, I find that preparing your evaluations outside the meeting results in the

long pull in better work, more accurate work. That is just a matter of opinion. I have done it both ways, and I much prefer to do it the way I described.

The first step to be taken was to acquaint members of the union and of management with the procedure that would be followed in evaluation.

It is hard to convey the idea of evaluation to a man simply by telling him about it. So, we have what we call "indoctrination" sessions. In two one-hour sessions actual evaluations take place. In those indoctrination sessions we use actual job descriptions, usually five in number; after defining with some care the factor to be used, the group ranks the five jobs as regards each factor. Then we compute the average ranking and compare that average ranking with the established ranking on the installation that those jobs came from, and it is very rare that it doesn't agree.

Then each individual gets his results back so he can compare his work with the average of the group and with the standard, if there is any difference.

Then one other job description is passed out and evaluated by comparison with the first five. This is so tangible a way of demonstrating our evaluation method that anyone can grasp it.

These meetings are for the purpose of giving the listeners an understanding of the general principles of evaluation. These principles are, briefly stated, as follows:

1. Rates are set essentially by competition but this determines the general wage level only, not intraplant job differential rates.
2. Evaluation is concerned with the determination of intraplant rate differences.
3. Jobs cannot be evaluated by direct comparison of entire jobs; each job must be broken up into the basic factors which enter into all jobs. Jobs are then evaluated by comparing job factors one at a time.
4. The final result is a point value for each job and these point values are converted into wages by a process which will be described later.

Indoctrination sessions are given for the benefit of management and union, and it is therefore desirable to have at these sessions all management persons who are concerned with operations, all officials of the union, and all shop stewards.

TRAINING THE COMMITTEE

Next comes the development of detailed plans for conducting the evaluation. This requires, first, the appointment of an evaluating committee; second, their train-

ing; and third, arrangements to have job descriptions prepared in satisfactory form. I recommended that the evaluation be conducted jointly by management and union, and that each side give full authority to the committee for the determination of job differences in terms of points. The rate question would not be dealt with until after the committee had submitted its list of point values for each job. The recommendation for a joint committee was agreed to, and it was arranged that there should be six men representing each side, or twelve in all. This seemed like a large committee but actually it functioned very well and its size did not prove any handicap.

QUESTION: Did you consider jobs that were outside the union's eligibility list, as well as union jobs?

MR. HAY: No, we did not. They wanted the other jobs handled by the management half of the committee, using the same scale.

QUESTION: Are all the members of a committee competent to judge every job that comes up?

MR. HAY: Yes, you needn't be afraid of any committee, providing the men on it are competent in their jobs and have had experience in the industry in which they are working. If you train them well in evaluation, they will give you very satisfactory judgment results. At least, that has been my experience.

QUESTION: Are committee members paid for work done outside regular hours?

MR. HAY: It is usually best to pay committee members for all time spent on evaluation, except the high-salaried ones.

Experience shows that better results are secured in job-evaluation installations if the following principles are followed:

1. Instead of having an "expert" do the evaluation, train a group of employees and supervisors to do it. This means better acceptance. It also assures more accurate evaluation (if they are well trained) because the men in the organization know the jobs better than an outsider.

2. Take advantage of group judgment. A committee of five to twelve men will, if each one evaluates independently, achieve more accurate results than any one man, however expert. This is true no matter what rating method is used.

3. If a "home team" does the evaluation instead of an expert, there will be more momentum attained and the plan will be more likely to remain alive.

4. Select an able man to see that all

details of the plan are kept up to date. We call him "Chief Job Analyst."

This is another point that is often lost sight of. You get a nice installation and things are going along well, and then the expert leaves. About a year later you find the thing has become so rusty that it won't work. So, make sure that there is somebody who gets enough training and who is responsible for carrying it on.

QUESTION: *In connection with training, you mentioned the training of your foremen and your union representatives on the evaluating committee, and possibly the steward. What about the training of the people in the shop as a whole to understand what you are doing and why you are doing it? Of course, you put out a lot of mimeographed material to them, but I am not sure they understand.*

MR. HAY: *Written material does not do the selling. That point has come up recently in an installation where I was afraid that the rank and file were going to get away from the union leadership. So I urged the union and the industrial relations people to see to it that anybody who has a question be given an answer. A successful plan is to arrange to have three or four men sit in every week with the evaluating committee and watch what goes on.*

QUESTIONER: *We tried two stunts on that. We tried to educate the rank and file out on the job. The union asked to have the consultant go to the union meeting and explain to them how this was done, which worked out quite well.*

Another way is to have the analyst write the job description and interview an employee on the job; also the steward and the foremen. We take the job descriptions of a department and submit them to the union, and they post notices on the board that the members of such and such a department will meet at such and such a time to consider them. The members pretty much turn out to hear the job descriptions read, to look them over, and to study them. Then they bring back to us the changes that they desire.

PREPARING THE DESCRIPTION

Forms were prepared and printed for the job descriptions, and other forms which we customarily use were set up in order to keep track of these descriptions. The jobs were identified by title and a numbering system. The first digit of the number indicates the department, making it easy to recognize jobs.

The company assigned the assistant personnel director and three other manage-

ment members of the committee to write job descriptions. I assigned another of my associates, and these men wrote all the job descriptions. The management men usually wrote a first draft and my associate polished it up.

The job description form was an exceptionally simple one. In this plant there were only a small percentage of highly skilled jobs, and these were mostly in the trades of machinist, blacksmith, etc.

The procedure in preparing the job description was as follows: The men writing job descriptions divided the labor between them. My associates spent some days going over the plant so as to become familiar with the processes and the locations. The committee and my associates together then selected fifteen "key jobs." These were jobs that were as stable as possible in their duties, jobs which were filled by more than one employee whenever possible and which ranged from low-rate to high-rate jobs, so that every rate level was represented. These were the jobs to be described first.

The process of writing job descriptions consisted first in having the job analyst go into the shop to examine the job which he was to write. He talked with the men on the job and with the foremen and shop stewards so as to get all possible information. As he went around he made notes and then returned to his desk to draft a preliminary job description. This description was then discussed with my associate, who made suggestions for improvement. Then it was submitted for approval and signature, first by the employee on the job or by his shop steward, or both; then by the foreman; and then by the plant manager and the president of the union. This made a good many approvals, but it was essential in order to satisfy everyone and keep any conflict over what the duties might be away from the committee room. Sometimes it took a long time to get all these approvals in satisfactory shape, but it is a vital step.

EVALUATING THE JOB

As soon as the key job descriptions were completed, the committee was ready to go to work. Its first duty was to scrutinize the descriptions of the key jobs very carefully in order to be sure that they were satisfactory. There would always be one or two members of the committee thoroughly familiar with each job, and this would help to insure that the descriptions were accurate. The descriptions were intended to be reasonably complete, at least as to the more important duties, but it was desirable to be as brief as would be consistent with completeness. There

is quite a knack in writing good job descriptions. Writing guides were in the possession of the job analysts and were also made available to the members of the committee in order that they could become familiar with job-writing standards.

First, every member of the evaluating committee is asked to write a job description. Each one writes up the same job, and by means of a "mirror-scope" each job description is projected on a screen so that the whole committee can view it at once. The strong and weak points are picked out by the committee and discussed.

QUESTION: *What advantage is it to have your committee write a description?*

MR. HAY: *It gives them a better idea of what a good description is, and they learn what should be there and what to look for. Remember, they are wholly unfamiliar with the process. After each person has done one common job, then each one does a different one of the key jobs.*

QUESTION: *What advantage is there in having the shop steward or the union approve the job description?*

MR. HAY: *It avoids any disagreement by members of the evaluating committee as to the facts of each job.*

It is our regular practice to have a number of employees assigned to write job descriptions on a part-time basis. Usually men are relieved from their regular duties for one, two or three days a week in order to write job descriptions. On infrequent occasions we have a number of full-time men instead of a larger group of part-time ones. In the salaried installations it is easier to use part-time people than it is in the hourly rated cases, because it is easier to find people who are able to express themselves verbally. Often we use psychological tests to help make good selections.

The method of evaluation used is known as *factor comparison*. It is based on five factors, as follows:

1. Mental Requirements
2. Skill Requirements
3. Responsibility
4. Physical Requirements
5. Working Conditions

On this particular job we used a special method¹ of establishing the five key scales for each of the five factors. The twelve key jobs were ranked five times according to each of the five factors. The committee then proceeded with the evaluation of all other jobs, the analysts working fast

¹The Turner per cent method.

enough to keep ahead of them. Usually two meetings a week were held and at each meeting twelve jobs were evaluated on the average. The indoctrination sessions took about one month, evaluation about four months. An additional week was required for the work of converting point values to wages, and following this was another period of about one month during which management and union discussed the whole rate problem and reached agreement on a rate structure derived from evaluation. War Labor Board approval of the plan was received about one month after its presentation.

The senior union man, the assistant director of industrial relations and I went to the War Labor Board office, where we discussed the case with a capable staff member, who made a few suggestions. The joint application presented to the War Labor Board on form 10 contained no disagreement, and it was approved in less than thirty days.

CONVERTING POINTS TO RATES

What I try to do in the first stage of converting points to rates is to plot the point values of all jobs against the average salary on all jobs. To put it another way, I try to convert the present rate structure into a new "ideal" rate structure on the assumption that job importance is correctly shown by the evaluated points. That process is only the first stage. However, it is not far today from the last stage, because of limitations in wage stabilization. You are not permitted to change the wage level. The first step in doing this should always be to plot a scattergram on as large a scale as possible. I usually use sheets seventeen by twenty-two inches. The paper is divided into one-inch squares, with smaller lines ten to the inch. Point values are plotted horizontally and wage rates in cents per hour vertically. A set of work sheets is then prepared on which is shown each job, the name of each employee and his rate, and the average rate for all persons on each job. From this summary the scattergram is plotted, each point representing the intersection of the point value of the job as rated and the average wage rate now being paid. This scattergram should be photostated, and positive photostats then can be used to plot different rate lines. However, the scatter plot should be examined first. In this case the scatter was obviously on a straight line, although it is sometimes curved. Usually, factor comparison comes out in a straight line.

If the points seem to lie on a straight line, the next thing to do is to calculate the "line of best fit" by the method of

"least squares." This line then should be drawn on one of the positive photostats. After we had drawn this line it was shown to management and union and interpreted to them.

QUESTION: Did you use weighted averages in calculating the line showing present rates?

MR. HAY: Well, specifically, that line is the line of least squares. It is a mathematically determined line. As the phrase indicates, the sum of the squares of the vertical distances from each point to that line is a minimum. The line is as close to all those points as you can get it and still have it a straight line.

Of course, you sometimes have a parabolic line of least squares. This is a straight-line situation, which I prefer to a curved one.

It is a little difficult for most managements to accept the idea that a committee composed partly of union men is going to have unrestrained authority in determining job differences, and I know just how much dynamite is in it. All I can tell you is that I have done it several times successfully.

It was amusing that when the two sides got together, nearly half of the jobs that each side was dissatisfied with were the same jobs. They had the same criticism, so obviously there was no argument on those jobs. At the end of that meeting, there were two or three jobs not agreed upon. Another meeting was necessary in order to have agreement on all the jobs.

NEGOTIATING A RATE STRUCTURE

When I presented them the first chart all I said was: "That is your rate structure. That line represents your average rate structure as it should be following evaluation, with the assumption that every job should be either brought up to the line or brought down to the line, so that everybody would be paid at the rates on that line." (This company has single rates, no ranges.)

I reminded them that under regulations of the War Labor Board, if they submitted this plan, and the plan were approved, it would be approved with the condition that men whose rates were above the line were not to be reduced in pay, but that any replacement would be at the evaluated rate, which is on that line. Anyone receiving a rate under the line would be brought up to the rate on the line. (New WLB regulations limit such increases to 1% of total payroll.) The line of least squares gives the rates resulting from the evaluation without, however, changing the payroll.

Management and the union agreed that they would draw a line between the base rate of 73 cents and 140 points evaluation, and they would set the upper end of the line at \$1.08 for a job evaluated at 550 points. Then all the other rates would be taken from that line, which brought first-class machinists, for example, to \$1.05. When they reached that agreement, we calculated for them what its effect would be, which was two cents an hour increase in the total payroll. Forty-seven per cent of the employees were to receive rate increases, in some cases up to 12 cents an hour.

QUESTION: You recognize, of course, that a strong pressure from union members can once more throw the entire wage structure out of line.

MR. HAY: Well, yes, but there is natural protection against that, because while the union membership may change, it isn't so likely that the management will. The six management members of this committee are very competent people, and I don't believe they are going to change their ideas overnight just by accident. The tendency is going to be, I am sure, to give adequate training to new representation on the committee, either union or management, so that they will not disturb the evaluation work.

QUESTION: Who acted as chairman of the committee?

MR. HAY: There was an impartial chairman. It was one of my associates who had no vote, but he directed the proceedings, kept the records, and led the discussion only for the purpose of reaching an agreement. He didn't say, "I think you are wrong," or, "I think you are right," or anything like that. He merely got the discussion started and then got it stopped at the right time and helped reach conclusions.

QUESTION: How did the union feel about that, because, after all, you were brought in by management?

MR. HAY: No, I was recommended by the union in this case. But that really isn't important.

QUESTION: Is it possible to do an analysis without talking to the operator, just with the supervisor?

MR. HAY: Well, it is possible, but it's not a good way to do it. I think the person on the job has something to contribute, and, especially in the clerical situation.

QUESTION: How many jobs did they write in a week, part time?

MR. HAY: To write a good job description takes anywhere from two to five

hours, and it depends on what you are up against. You may have to get a signature from the workman, or his representative, and his steward, and his foreman, and the union leader, and the superintendent. That makes five signatures to start with, and you know they take time.

QUESTION: You can write the best job description in the world, and if the people aren't classified properly in those jobs, you have defeated your purpose.

MR. HAY: We don't write down what we would like to have the employee do. We write down what he actually does.

QUESTION: Could nonunion jobs be evaluated by the scale used by the joint committee in evaluating union jobs?

MR. HAY: Yes; there is no question about it. In fact, I would recommend against anything else. There is no justification for using a different standard or level of rates for one set of jobs than for

another, just because they are union or nonunion. That is one of the best ways to build a system of grievances that I can think of.

QUESTION: Will you comment on whether job evaluation can successfully be applied to executive positions up to and stopping at the elective officer level?

MR. HAY: Well, that is phrased a little narrowly. The evaluation should usually stop just below the third level. If you have a president, or one chief executive, and then you have four, five, or six at the next level, and then at the third level you have twenty or twenty-five men, I would normally prefer to leave those three levels out because it is easy for a chief executive to handle thirty people and take into account merit as well as job importance all at one time. Below that, you can start evaluating. However, big companies could leave out another level.

QUESTION: Isn't that related to the size of the company, too?

MR. HAY: Yes, somewhat. It could be three levels in a company of seven or eight thousand employees, and it might be four levels in a much bigger company, and only two levels in a much smaller company.

The results of this job evaluation installation have recently been discussed with the representatives of management and of union, and both sides are generally satisfied with the results. One member of management said he hoped that the new wage structure would bring about more harmony in union-management relations than had formerly existed, by removing the basis for all the individual rate squabbles that had plagued both sides for so long. Almost the same statement was made by a representative of the union. So far, then, the results seem to be satisfactory to everyone.

Trends in Collective Bargaining

Upholds Contract Termination

Termination by Higgins Industries, Inc., New Orleans, of a contract with AFL's Metal Trades Department has been sustained by the War Labor Board's Shipbuilding Commission. Terms of the agreement were ordered extended, however, for thirty days, within which time AFL can petition for National Labor Relations Board certification as bargaining agent—unless Higgins voluntarily accords recognition in the meantime.

This decision is an application of the WLB Montgomery Ward doctrine—where there are circumstances that cast serious doubt on the bargaining agent's status as representative of a majority of employees.

Approximately 20,000 employees in the Higgins shipyard are represented by thirty-three AFL craft unions. Higgins made a contract with the AFL group without NLRB certification, and the contract ran for a two-year period which ended September 13, 1944. When the company served notice last December of intention to terminate the agreement, the question presented to the Shipbuilding Commission was whether the contract permitted termination at any time upon thirty days' notice or was terminable only on notice thirty days in advance of the anniversary date. The commission majority finds that the contract was terminable at any time on thirty days' notice and

Higgins gave such notice on December 1, 1944.

On May 30, the WLB Shipbuilding Commission extended the contract for another thirty days to permit the AFL unions to invoke the certification machinery of the NLRB. If the unions petition for certification, contract extension will continue until NLRB determines the certification issue. In the event the company voluntarily recognizes the unions for bargaining purposes, the old contract's terms will be continued until a new agreement is made or directed.

The WLB Shipbuilding Commission directives states in part:

(1) "The contract between the parties was terminated on January 1, 1945, pursuant to written notice of the company given on December 1, 1944.

(2) "The terms of the prior contract shall be extended for thirty days from the date of this Directive Order provided that, unless the company has at some time since January 1, 1945, properly recognized or shall within this 30-day period properly recognize the unions as the appropriate bargaining agencies, the unions take steps within this 30-day period before the proper government agencies for a determination of representation status, the contract then to be further extended pending determination of that question.

"In the event that the company has recognized or shall recognize the unions

as thereinbefore stated, the terms of the prior contract shall be extended pending the consummation of a new contract."

Rulings on Seniority Rights

A directive order of the National War Labor Board issued in the case of Bendix Aviation Corporation and the International Union of United Automobile, Aircraft, and Agricultural Workers, Local 387 (CIO) states that an employee of the company released for work in another establishment in accordance with a request or order of the War Manpower Commission shall be considered as on leave of absence. His seniority is to be preserved and accumulate as though he had remained in the employ of the company, provided that within fifteen days after the termination of the period of his required absence he notifies the company of his availability for reemployment and presents to the company a statement by the United States Employment Service, certifying that his release and transfer were requested or ordered by the War Manpower Commission and that he remained at the establishment to which he was transferred, or at an establishment to which he was retransferred, for the entire period of his absence.

The WMC has established procedures covering situations in which such senior-

ity rights are provided by collective-bargaining agreement. The worker is to report to the local office within fifteen days preceding or following the date that his services would, it is estimated, no longer be required in his war-service employment. The interviewer handling his employer's account is to consult the employer to determine (1) whether the worker has been continuously employed at the employer's establishment since his transfer to it; (2) whether the worker's services are required in his war-service employment for a further period; and (3) the exact date of termination of the worker's current period of war-service employment, if his services are no longer required. If the worker's services are required for a further period in his current war-service employment, the local office will arrange for him to continue in it.

Incentive Plan in New Contract

There seems to be a trend among some labor unions to include in collective-bargaining contracts clauses that relate to time studies and incentive plans. Although participation by organized labor in determining the type of plan seems to be part of some contracts, it is not a general policy. The following basic principles of an incentive plan were recently adopted by a large refinery and a CIO union:

1. "All physical work measurements are made in terms of work minutes. These work minutes consist of physical work, rest, and personal convenience, and therefore are equal in magnitude, regardless of the type of work measured. The per cent of rest increases or decreases, depending on the physical nature of the measured work.

2. "Hourly base rates as agreed upon are considered the proper compensation for the minimum acceptable rate of production, which is sixty pay work minutes per hour.

"Premium will be paid for all pay work minutes produced in excess of sixty work minutes per hour. These premiums are proportional to the number of premium work minutes produced.

3. "The operator's work day or shift will be the least unit of time over which premium calculations will be made, unless an employee may be required to work in a different department or group.

4. "Premium can be earned only on measured work. Unmeasured work will be called "day work" and will be compensated for at the hourly rate.

5. "The amount of production premium possibilities in any job may not remain constant, since this depends upon the limitations imposed by the equipment and

upon the ability or willingness of the operator.

6. "There is no guarantee that all jobs will be placed on standards, since the application of the plan is often limited by practical conditions.

7. "All standards are guaranteed indefinitely, providing there has not been any method change (as hereinafter defined).

"A method change is defined as any change in the operation or conditions affecting the operation which tends to increase or decrease production without a corresponding change in the effect put forth by the operator."

Has Municipal "Wagner Act"

Under the terms of a little Wagner Act proposed by the New Haven Central Labor Council (AFL) and adopted by the city's board of alderman, policemen, firemen, and school custodians "have the right to form or join organizations of their own choosing, for the purpose of their mutual aid and benefit." It is reported that this measure will soon cover school-teachers. This municipal legislation, which is patterned after the National Labor Relations Act, states that no city official or representative of a city official, or member of any city board in New Haven "shall interfere with the administration of any organization which municipal employees may form or join, nor shall he contribute financial support to any such organization."

The Mayor of New Haven may intervene in any dispute that may arise between a labor organization of municipal employees and any city department. When a labor union of city employees is formed, the organizations "shall prohibit any employee from participating in a stoppage of work or in a strike against the city of New Haven."

Court Ruling on Negro Auxiliary

The issue of auxiliary union locals for Negroes has become an acute problem in industries where there is friction between Negro workers and labor unions which do not accord the Negro the same rights as the white worker.

On several occasions organization drives by unions have assumed a nasty angle because one union emphasizes that "the Negro is entitled to the same economic advantages as the white worker," while another union asserts that "auxiliary locals are the answer because it is not an economic but a social issue which the union cannot change."

This race question has come to the fore

on a number of occasions in California. In a decision by the Superior Court of the State of California (June, 1945) in and for the County of Los Angeles, where a group of Negro workers claimed that they were not given the same treatment as white workers in a boilermakers' union (AFL) and asked that the closed shop be invalidated, the court held that a local union does not have to have a monopoly on the labor supply of an entire locality. This decision tends to raise the auxiliary locals to the status of a local with full rights, because the court held that all Negroes must be given full membership.

The decision of the court states in part that the AFL boilermakers' union shall:

"Constitute Local A-35 a subordinate Lodge or Local of the Boilermakers, with identical rights and privileges, by-law provisions, voting powers and other rights, the same as possessed by Local 92, and waive in favor of said newly constituted lodge or local all exclusive privileges and rights of every kind, particularly including the closed shop agreement, so that the shipyards may freely deal with and employ workers from such Negro local without any hindrance or participation by Local 92."

This decision indicates that although the Negro workers may form a separate local, they are to receive the same collective bargaining and union benefit privileges as the other workers, taking into consideration "the fact that mortality among Negroes is higher than among whites and that insurance benefits afforded plaintiffs and other Negroes should take those factors into account."

Unionization of Canadian Paper Industry

A report by the Research and Statistical Division of the Canadian Department of Labor reveals that 72% of the 37,020 workers in 106 Canadian pulp and paper mills are organized by national and international unions. Eighty per cent of the workers in the plants are covered by collective-bargaining contracts. Contracts covering fifty-seven plants with 23,000 workers have some form of union-security clause. Forty-eight plants with 20,430 workers have maintenance-of-membership clauses in their union contracts. Preferential clauses exist in thirty plants. The report indicates that one week's vacation with pay at the end of one year of employment is prevalent throughout the paper industry in Canada, and each union agreement has some form of grievance procedure.

The International Brotherhood of Pulp, Sulphite and Paper Mill Workers had 63 locals with 15,500 members in 1944; the International Brotherhood of Papermakers, 53 locals with 5,192 members; and the National Federation of Pulp and Paper Employees, affiliated with the Canadian and Catholic Confederation of Labor, 23 branches with 5,736 members.

Canada's paper industry in 1942 "ranked first among Canadian manufacturing industries in capital investment, second in net value of production, third in gross production, fourth in wages and salaries, sixth in employment."

Social Security Body to Meet

The Permanent Committee of the Inter-American Conference on Social Security is scheduled to meet in Mexico City on July 23, according to an announcement by the International Labor Office.

This will be the first meeting since it was established in 1942 by the first session of the Inter-American Conference on Social Security at Santiago, Chile.

Representatives of American countries make up the committee and include a delegation from the Governing Body of the ILO, the Director of the ILO, the Director General of the Pan American Union, and the Director of the Pan American Sanitary Bureau. Its chairman is Arthur J. Altmeier, chairman of the United States Social Security Board.

The fixing of a date for the second session of the Inter-American Conference, election of officers and adoption of a budget for its 1946 operations are among the items on the agenda.

Unions in Oil Companies

An analysis of twenty-one collective-bargaining agreements covering 65% of the workers in the petroleum-refining industry under union agreements in 1944 has been prepared by the Bureau of Labor Statistics. This report indicates that there are 485 refineries in thirty-six states. Two thirds of the oil fields are located in California, Indiana, Kansas, Louisiana, New Jersey, Oklahoma, Pennsylvania, Texas and Wyoming. Eighty per cent of the wage earners in the petroleum industry are employed in these nine states, with more than 40% employed in California and Texas. Sixteen out of the 485 plants employ more than 1,000 wage earners and together account for two fifths of the total work force in this industry.

Between 50,000 and 60,000 wage earners in the petroleum-refining industry are covered by collective-bargaining agreements negotiated by the International

Sick-leave Plans in Petroleum Refining Company Agreements

Source: Bureau of Labor Statistics

Company, and Service Requirement	Sick-leave Period and Rate of Pay	Waiting Period	Maximum Accumulation Permitted
Cities Service (Linden):			
60 days.....	3 weeks; 85% hourly rate ¹	3 days; pay retroactive	9 weeks
6 months.....	3 weeks; 70% hourly rate ¹		
Deep Rock Interstate:			
1 year.....	72 hours; half pay	1 day	Not mentioned
2-5 years.....	144 hours; half pay		
Over 5 years.....	288 hours; half pay		
Pennzoil:			
13 weeks immediately before illness:			
Total service of—			
1-5 years.....	40 hours; half straight-time pay ²	Not mentioned	None permitted
5-10 years.....	80 hours; half straight-time pay ²		
Over 10 years.....	120 hours; half straight-time pay ²		
Richfield:			
1 year.....	1 week; full pay. 2 weeks; half pay ¹		
Thereafter, for each year up to the 12th.....	1 week additional; half pay ¹	Not mentioned	None permitted
12 years and over.....	1 week; full pay. 13 weeks; half pay ¹		
Shell (California):			
1 year.....	4 weeks; half pay ¹	3 days	None permitted
Thereafter for each year up to the 10th.....	1 week additional; half pay ¹		
10 years.....	13 weeks; half pay ¹		
Standard (Cleveland):			
6 months.....	1 week; full pay ^{1 3}		
1 year.....	2 weeks; full pay ^{1 3}	Not mentioned	Not mentioned
2-4 years.....	1 month; full pay ^{1 3}		
4-6 years.....	2 months; full pay ^{1 3}		
6-8 years.....	3 months; full pay ^{1 3}		
8-9 years.....	4 months; full pay ^{1 3}		
9-10 years.....	5 months; full pay ^{1 3}		
10 years and over.....	6 months; full pay ^{1 3}		
Wilshire (California):			
1 year.....	5 days; regular rate	Not mentioned	5 days in 1 year
2 years.....	10 days; regular rate		
3 years.....	15 days; regular rate		

¹In cases of occupational injury or sickness, deductions are made for workmen's compensation payments.

²Absences due to occupational injury or sickness covered by workmen's compensation laws are not paid for under this plan.

³In cases of nonoccupational injury or sickness, deductions are made for benefits provided by the employees mutual benefit association, or which would be provided if the employee were a member.

Association of Oil Field, Gas Well and Refinery Workers of America (AFL), the Oil Workers' International Union (CIO), or by one or another craft union.

Three agreements analyzed, covering one tenth of the employees, provide for union-shop conditions. Nine agreements, covering two thirds of the workers in the industry, have maintenance-of-membership clauses, and two of them have preferential hiring provisions. Nine agreements have sole bargaining-right provisions, two of them containing preferential hiring clauses. Sixteen of the agreements have checkoff of union dues, and five provide for checkoff of initiation fees as well. One agreement analyzed provides that the employee's wife must also sign the request for dues checkoff. Incentive systems of wage payments are not included in any one of the twenty-one agreements covered, although the general wage scales in eighteen agreements may be brought up for reconsideration during the life of the contract. Three agreements provide for changes in wage rates when they fall below

the rates for comparable work in other refineries in the area.

Three agreements provide for severance pay when an employee's services are terminated through no fault of his own. One of these agreements provides for one week's pay after one year; two weeks' pay after two years; three weeks' pay after five years; and four weeks' pay after ten years. Another of the agreements states that a worker is to receive \$10 for each year of service after January 1, 1942, should he be laid off for thirty days or more.

Sixteen of the twenty-one agreements analyzed have both plant and department seniority. Five have provisions covering plant, division and company-wide seniority. About half the agreements indicate that an employee does not acquire seniority until he has been in the employ of the company for six months. The others have probationary periods from sixty days to six weeks. The accompanying table indicates sick-leave provisions in seven of the agreements.

Swedish Metal Workers Strike

About 125,000 workers, half of the workers in Sweden's mining and metal industries, went on strike early in February for more wages and additional labor laws which would bring about full employment, state-financed family allowances, and nationalization of key industries. The strike would tend to indicate a breakdown in the widely publicized voluntary arbitration system in Sweden that has been operating under state control since 1928. However,

a recent report declares that the issues in dispute have been submitted to arbitration, and that the workers will return to their jobs on July 5 under the terms of the award.

World War II has brought about a growth of labor unions in Sweden. The reported labor union membership in Sweden for 1944 is 1,030,000 out of a population of 6,500,000.

ABRAHAM A. DESSER
Management Research Division

Wage and Salary Stabilization

PRIOR to May 25, increases without WLB approval under the substandard classification were limited to a level of 50 cents an hour. General Order No. 30, as amended November 11, 1944, stated in effect that increases in wage and salary rates which do not bring such rates above 50 cents an hour may be made without the approval of the WLB if there is no adverse effect on price ceilings. The new amendment raises the substandard level to 55 cents and grants employers similar blanket permission to make the adjustments without referring them to the WLB. In the case of the so-called sound and tested going rates at the level of 50 cents an hour, the National Board has ruled that bracket minimums may not be changed on the basis of the new substandard level of 55 cents.

RANE FORMULA MODIFIED

The chairman of the New York RWLB pointed out several months ago that there were three divisions of opinion within the board on the subject of in-range wage progression, the labor members favoring automatic progression, the public members believing in reward for demonstrated merit with some safeguards against discriminatory exercise of management authority, and the industry members tending to favor complete authority for management in determining the movement of a worker's rate from the minimum to the maximum of a rate range.¹

Sparkman & Stephens, Inc., a New York naval architect service firm, charged on December 15, 1945, that the Rane formula inaugurated unsound social and economic changes, exceeded the board's jurisdiction, contravened established policies, and in-

terfered with the prosecution of the war by fomenting unnecessary disputes. The NWLB made public on May 21 a modification of the New York board's directive of November 14, 1944, in the case of the Rane Tool Company, Inc., Jamestown, New York, and United Electrical, Radio & Machine Workers of America, Local 304, CIO. Briefly, the Rane formula in its modified form provides the following system of in-range wage progression:

1. Joint determination of objective standards of performance.
2. Joint determination of frequency of periodic performance reviews.
3. Disputes on performance standards to be subject to the grievance machinery of the parties' contract.
4. Step-ups of five cents per hour or one half of rate range to be used, whichever is smaller.

Section f, giving the modified statement on retroactivity, follows:

"Under the Board's established policy concerning retroactivity of wage adjustments, the objective standards when agreed upon would be applied retroactively in individual cases to May 9, 1944, subject to offsets by merit increases granted since that date. The parties may agree on any settlement of the retroactive issues reasonably related to that principle. In the event the parties do not agree, the issue shall be returned to the National War Labor Board for decision."

RECONVERSION POLICY

The National War Labor Board's statement on reconversion wage policies issued on May 10 consists of four major parts:

(I) "Major considerations," (II) "The Establishment of Wage Structures for

Converted Plants Without Advance Approval of the Board," (III) "Modified Wage Structures," and (IV) "Wage Schedules Requiring Price Adjustments." Section I-C gives the over-all policy on reconversion wage policy as follows:

"The modification and ultimate discontinuance of the wage stabilization program, as we move to a complete peacetime economy, will comprise a series of steps, some procedural and some substantive. This statement, developed by the Board after consultation with representatives of other government agencies and as a part of a coordinated program, outlines a procedural first step. It is not intended to deal, for example, with the wage problems that will arise as a result of cut-backs in war production, the decline in the length of the work week or other factors. Those problems are now being studied by the Board and will be considered in a separate statement."

Section II-C sets forth three different methods of establishing wage structures under varying degrees of reconversion:

1. "In the case of a complete conversion of a plant, some or all of the key jobs following conversion will normally remain substantially the same in job content as before. Upon conversion, the rates for these common jobs may not be changed. They are to be used as guide rates for the establishment of wage rates for other jobs in the plant in such a manner as to result in a balanced wage rate structure. This will preserve the general level of wage rates existing in the plant prior to conversion.

2. "The change in product or operations may be of such a sweeping nature that most of the jobs, including the key jobs, are substantially changed in job content. In such cases, or where civilian production is resumed in plants discontinued in wartime, the wage schedule should be fixed at the prevailing level of wages in the industry or area for comparable occupations. It is expected that this type of situation will be rare.

3. "There will be cases where only a portion of the facilities of a plant is being converted to the production of civilian goods. In such cases where jobs on civilian production are substantially the same as those remaining on war production no change in the rates for such jobs may be made incident to the present program. Where rates must be set for new or changed jobs on civilian production, the wage rates for the unchanged jobs shall be used as guides for the establishment of a balanced wage rate structure. In those rare instances where all or most of the jobs on civilian

(Continued on page 161)

¹For a detailed discussion of the Rane formula see "Wage and Salary Stabilization," *The Management Record*, January, 1945.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, Unless Otherwise Indicated

Item	Unit	1945					1944		Percentage Change		
		May	April	Mar.	Feb.	Jan.	Dec.	Year Previous	Latest Month over Previous Month	Latest Month over Year Previous	
Clerical salary rates											
Billing machine operator.....	mode in dollars	....	28	....	....	....	....	....	....	....
Calculating machine or compt' ter operator.....	mode in dollars	....	28	....	....	....	....	....	....	....
Office boy or girl.....	mode in dollars	....	20	....	....	....	....	....	....	....
Stenographer.....	mode in dollars	....	30	....	....	....	....	....	....	....
Telephone switchboard operator.....	mode in dollars	....	30	....	....	....	....	....	....	....
Senior copy typist.....	mode in dollars	....	28	....	....	....	....	....	....	....
Cost of living											
Food.....	1923=100	112.7	111.6	110.8	111.2	112.1	112.3	110.6	+1.0	+1.9	
Housing.....	1923=100	91.0	91.0	91.0	91.0	91.0	91.0	90.8	0	+0.2	
Clothing.....	1923=100	94.9	94.8	94.5	94.3	94.2	94.0	92.3	+0.1	+2.8	
Men's.....	1923=100	104.1	104.0	103.8	103.6	103.4	103.0	101.8	+0.1	+2.3	
Women's.....	1923=100	85.6	85.5	85.2	84.9	84.9	84.9	82.8	+0.1	+3.4	
Fuel and light.....	1923=100	96.2	96.0	96.1	96.1	95.8	95.8	95.9	+0.2	+0.3	
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	67.0	0	-0.1	
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.6	0	-0.1	
Sundries.....	1923=100	115.5	115.3	115.2	115.1	114.9	114.8	113.5	+0.2	+1.8	
All items.....	1923=100	106.2	105.8	105.4	105.5	105.7	105.7	104.6	+0.4	+1.5	
Purchasing value of dollar.....	1923 dollars	.942	.945	.949	.948	.946	.946	.956	-0.3	-1.5	
All items (BLS).....	1935-39=100	....	127.1	126.8	r 126.9	127.1	127.0	124.6	+0.2	+2.0
Employment and unemployment											
Employment over economic labor force.....	thousands	....	p 6,631	p 5,939	5,418	r 5,259	6,359	6,430	+11.7	+3.1
Total employment.....	thousands	....	p 62,831	p 62,109	61,561	r 61,380	62,453	62,291	+1.2	+0.9
Agriculture, forestry, fishing.....	thousands	....	p 9,663	p 8,857	8,389	8,182	8,830	9,744	+9.1	-0.8
Total industry.....	thousands	....	p 20,444	p 20,675	20,791	r 20,786	20,987	21,282	-1.1	-3.9
Manufacturing.....	thousands	....	p 14,394	p 14,670	14,828	14,876	14,954	15,591	-1.9	-7.7
Trade, service, miscellaneous.....	thousands	....	p 32,724	p 32,577	32,381	r 32,412	32,636	31,265	+0.5	+4.7
Strikes (BLS)											
Beginning in period.....	number	....	p 450	400	310	240	280	r 453	+12.5	-0.7
Workers involved.....	thousands	....	p 285	210	109	44	85	r 165	+35.7	+72.7
Total man days idle.....	thousands	....	p 1,330	860	412	228	380	r 614	+54.7	+116.6
Turnover rates in manufactur'g (BLS)											
Separations.....	per 100 employees	....	p 6.6	6.8	6.0	6.2	5.7	6.8	-2.9	-2.9
Quits.....	per 100 employees	....	p 4.8	5.0	4.3	4.6	4.3	4.9	-4.0	-2.0
Miscellaneous.....	per 100 employees	....	p .4	.4	.3	.3	.3	.7	0	-42.9
Discharges.....	per 100 employees	....	p .6	.7	.7	.7	.6	.6	-14.3	0
Layoffs.....	per 100 employees	....	p .8	.7	.7	.6	.5	.6	+14.3	+33.3
Accessions.....	per 100 employees	....	p 4.6	r 4.9	r 5.0	7.0	4.9	5.5	-6.1	-16.4
Wage earners											
All manufacturing industries (BLS)											
Earnings, hourly.....	average in dollars	....	....	1.045	1.043	1.046	1.040	1.006	+0.1	+3.6
weekly.....	average in dollars	....	....	47.51	47.43	r 47.50	47.44	45.64	+0.1	+4.1
Hours per production worker.....	average per week	....	....	45.5	45.5	45.4	45.6	45.3	0	+0.4
Twenty-five manufacturing industries											
Earnings, hourly.....	average in dollars	....	1.101	1.101	1.095	1.095	1.086	1.057	0	+4.2
weekly.....	average in dollars	....	50.11	50.99	50.58	50.80	49.91	48.09	-1.7	+4.2
Hours per production worker.....	average per week	....	45.4	r 46.1	46.0	46.2	45.8	45.2	-1.5	+0.4
Employment.....	1923=100	....	134.0	r 136.2	137.4	137.5	138.0	148.3	-1.6	-9.6
Total man hours.....	1923=100	....	123.7	r 127.6	128.5	129.1	128.5	136.3	-3.1	-9.2
Payrolls.....	1923=100	....	252.3	r 261.0	261.2	262.5	258.9	268.0	-3.3	-5.9
Wage-rate increases.....	average per cent	....	7.0	3.8	5.9	5.3	5.8	5.7	....	....
Production workers affected.....	per cent	....	0.3	0.4	0.6	0.2	0.1	0.6	....	....
Manufacture and distribution of gas											
Earnings, hourly.....	average in dollars	....	....	....	....	1.042	....	.985	....	+5.8
weekly.....	average in dollars	....	....	....	....	49.92	....	44.48	....	+12.2
Hours per wage earner.....	average per week	....	....	....	....	47.5	....	44.6	....	+6.5
Generation and distribution of electricity											
Earnings, hourly.....	average in dollars	....	....	....	....	1.146	....	1.104	....	+3.8
weekly.....	average in dollars	....	....	....	....	52.05	....	48.95	....	+6.3
Hours per wage earner.....	average per week	....	....	....	....	45.1	....	44.0	....	+2.5
Class I railroads¹											
Earnings, hourly.....	average in dollars	....	....	....	.999	.990	.993	.987	+0.9	+1.2
weekly.....	average in dollars	....	....	....	53.01	53.10	51.73	52.60	-0.2	+0.8
"Real" weekly earnings.....	1923=100	....	....	....	169.4	169.3	165.0	171.3	+0.1	-1.1
Hours per wage earner.....	average per week	....	....	....	53.1	53.7	52.1	53.3	-1.1	-0.4
Agricultural wage rates per month² (BAE)											
With board.....	average in dollars	....	e 82.98	....	....	r 80.30	....	72.33	....	+14.7
Without board.....	average in dollars	....	78.60	....	....	74.60	....	68.95	....	+14.0
Without board.....	average in dollars	....	92.70	....	....	88.90	....	81.15	....	+14.2
New York City metro. area, eighteen manufacturing industries											
Earnings, hourly.....	average in dollars	....	1.122	1.121	1.116	1.109	1.095	1.063	+0.1	+5.6
weekly.....	average in dollars	....	51.84	51.79	51.00	50.90	50.48	48.37	+0.1	+7.2
Hours per production worker.....	average per week	....	46.2	46.2	45.7	45.9	46.1	45.5	0	+1.5

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

eEstimated
pPreliminary

rRevised.

Chronology of Labor Relations

May

1 *Veterans Find Jobs*

Veterans placed on civilian work from February, 1944, through March, 1945, by the United States Employment Service number 775,495. Of this total, 88,853 were men discharged because of disability.

Passes Anti-discrimination Bill

The Connecticut State Senate by vote of 25 to 10 passes bill designed to end racial discrimination in employment, publications and radio broadcasts.

2 *Court Rules for Foremen*

The Appellate Division, Fourth Department, upholds decision of the New York State Labor Relations Board recognizing right of industrial plant foremen to bargain collectively through a union.

3 *President Backs WLB Union Penalty*

A National War Labor Board order denying to a San Francisco, California, local of the IAM (AFL) any form of union security because of a strike is approved by President Truman.

Government Seizes Anthracite Mines

As result of breakdown in wage negotiations, Secretary of the Interior, Harold L. Ickes, takes formal possession of properties of 363 anthracite companies.

4 *Sign Worker-Management Charter*

Following CIO council action last month, directors of the United States Chamber of Commerce and AFL executive council ratify "labor-management charter of principles."

5 *Seeks General Salary Rise*

The UOPWA (CIO) announces drive to stimulate wage increases among the nation's 15 million to 20 million white collar workers through "unpartisan salary service centers."

7 *Supreme Court Upholds Portal Pay*

By a 5-to-4 vote, the Supreme Court holds that miners are entitled to full-time payment for underground travel. Majority opinion ignores process of collective bargaining, say minority report.

9 *Building Labor Pact Signed*

In order to retain control within the industry "rather than having to resort to federal or state legislation or administrative action" the Associated General Contractors of America and the Building and Construction Trades Department of the AFL agree upon

a program for postwar labor-management relations.

12 *Find Negro Workers Stable and Skilled*

A report by National Urban League indicates that Negro workers are as "steady as white" workers. Negro workers on shop machines are on "a very high skill level," according to statement in report by Lee H. Hill, Vice President of the Allis-Chalmers Corporation.

16 *Service Workers Strike Against WLB Ruling*

One hundred thirty union cleaning women employed by the Empire State Building in New York City go on strike because of WLB ruling against a five-cent an hour increase which management had agreed to give them.

19 *Anthracite Strike Ends*

Anthracite coal operators and the United Mine Workers agree on a new collective-bargaining agreement which provides an increase of \$1.37½ a day. Miners are to return to work on May 21.

Railroad Seizure Ruled Illegal

Government control of the Toledo, Peoria and Western Railroad is illegal and the road is to be returned to its owners, according to decision by Federal District Judge Walter J. La Buy. The line was seized by the ODT on March 21, 1942, when management and labor reached a deadlock.

Union Seniority Rules Are Criticized

George Romney, Managing Director of the Automotive Council for War-Production, declares that returning veterans will face "an unbelievable injustice" unless seniority clauses in union contracts are modified.

20 *New York Governor Seeks Six Million Job Guaranties*

Addressing "Big Six" of the Typographical Union (AFL), Thomas E. Dewey, Governor of New York State, says that his administration is seeking guaranties of postwar employment for 6,000,000 workers in New York State.

21 *Truck Drivers Defy WLB*

Members of the Independent Chicago Truck Drivers Union reject demand by the WLB to return to work or face governmental sanctions.

22 *Murray Seeks General Wage Increase*

Philip Murray, CIO president, tells President Truman that he advocates a wage increase of 20% for American workers.

23 *President Announces Cabinet Changes*

President Truman accepts resignations of Attorney General Francis Biddle, Secretary of Agriculture Claude R. Wickard and Secretary of Labor Frances Perkins. He appoints Lewis B. Schwellenbach Secretary of Labor, Thomas C. Clark Attorney General, and Clinton P. Anderson Secretary of Agriculture.

Chicago Truck Strike Ends

Following order by President Truman to ODT to seize the truck lines, 6,500 members of the Independent Chicago Truck Drivers Union return to work.

25 *Proposes Social Security Law Changes*

A proposed amendment to the social security law is introduced in the Senate by Senator Wagner. The new proposals provide for a more comprehensive public-assistance program covering employment, social insurance, medical care, public health, etc.

26 *Releases 1944 Strike Figures*

The Bureau of Labor Statistics reports 4,956 strikes and lockouts in 1944, involving about 2,116,000 workers. Strike idleness amounted to about 8,721,000 man days.

27 *Threat of Strike Brings Plans to Operate Elevators*

Municipality prepares to operate elevators in big New York City apartment houses if 26,000 members of the AFL Building Service Employees Union walk out on strike.

29 *Predicts Two Million Unemployed*

According to J. A. Krug, chairman of the War Production Board, 1,900,000 workers will be idle in the United States within three months. However, Mr. Krug also predicts that there will not be more than 1,300,000 idle at the end of six months.

30 *Union Head Tells Members to Ignore Pickets*

Daniel J. Tobin, President of the Teamsters Union (AFL) states through the union's official publication that his members are to ignore picket lines unless otherwise directed by their international union.

31 *Life Insurance to Promote Medical Research*

Albert Linton, chairman of a joint committee of the American Life Convention and the Life Insurance Association of America, announces plans are under way to establish a life insurance fund that would advance more than \$500,000 each year for medical research.

(Continued from page 158)

production, including the key jobs, are substantially changed the rates for the jobs on civilian production are to be fixed to provide a 'proper balanced relationship' with the rates for the jobs remaining on war production."

On May 21, the Board announced that its policy on converting from war production to civilian production would not apply to the building and construction industry. This announcement stated that "while, in a sense, each new construction contract entails the establishment of rates for new jobs, the jobs themselves in the construction industry are the same in content whether the work is war production construction or civilian production construction."

Labor's Attitude

Philip Murray, CIO president, has submitted to Fred A. Vinson, Director of War Mobilization and Reconversion, a statement calling for a national policy that will produce a 20% increase in basic wage rates. He suggests that wage reduc-

tions be prohibited. Following is an excerpt from the official text of the Murray statement:

"An immediate increase in basic wage rates is essential equaling at least 17 cents in steel and similar amounts in other industries. In addition the following specific changes should be made:

1. "The wage bracket system should be abolished, since it is based essentially on the preservation of present wage rates. Furthermore, the operation of that system has imposed substantial injustices on American workers and destroyed national wage standards achieved through collective bargaining.

2. "The so-called substandard ceiling should be raised from 55 cents to at least 65 cents an hour for all employees.

3. "Appropriate adjustments should be made for those who may be called 'Forgotten workers' namely, white collar, government and professional workers.

4. "Reductions in wage rates should be prohibited."

E. S. HORNING

Management Research Division

Seniority and World War II Veterans

IN A RECENT statement, General Lewis B. Hershey, Director of the Selective Service Administration, indicates that a World War II veteran who meets all the requirements of the reemployment conditions specified in the Selective Service Act of 1940 has a right to a job but does not receive "superseniority."

The Selective Service Administration in its official publication of April, 1945, attempts to clarify the confusion which is arising over seniority and World War II veterans. The statement indicates that Section 8 of the act "intended the veteran to be restored to a position having all the attributes of the position left." This opinion by the SSA would lead some observers to believe that the board intends to give a veteran of World War II a job equal or similar to the one he left, regardless of whether it meant replacing a civilian or a veteran of World War I.

The SSA seems to be at odds with labor unions over the definition of the term "seniority." It interprets the term as one applying to a veteran returning to his old job but not applying to a veteran who has to take a new job. The statement in the publication of the SSA, in referring to World War II veterans, states

"he is simply not subject to seniority as a condition precedent to his restoration to his old job. He secures restoration to his former position not because of, but including, seniority. To say that a veteran is entitled to be restored to his position without loss of seniority is quite different from saying that seniority is the condition upon which depends his right to be restored to his position, or that seniority is the only attribute of his position to which he is entitled to restoration."

Although the AFL, CIO and the Veterans of Foreign Wars came to an agreement which gives veterans of World War II retroactive seniority from the time of induction, some local unions and managements have continued to ignore this agreement in their collective-bargaining contracts. This is owing, of course, to the fact that under the constitutions of both the AFL and the CIO, and of many international unions within each federation, local bodies have a degree of autonomy and are not always bound by decisions made by heads of their federations.

Some persons coping with the seniority problem feel that too much emphasis is being put on the legal phase of reemployment for the veteran and that more em-

phasis should be put on individual counseling in the plant. They feel that a greater attempt should be made by the employer and the employee or his representative to reach agreements that would fit in with their particular situation. This attitude seems to have some merit, since over-all rulings by any national agency or regional agency must still be applied to individual situations. More local planning, rather than almost complete dependency on directives and orders, might be the answer to many of the current seniority headaches. A.A.D.

Employment in April

TOTAL EMPLOYMENT in April was 1% higher than in both the previous month and twelve months ago. An increase of 722,000 over March raised the number of persons employed or in the Armed Forces to 62.8 million. Civilian employment, although showing a gain of 600,000 over March, was almost 500,000 less than in April, 1944.

TIGHT FARM SITUATION

Reflecting the usual seasonal rise, approximately 9.5 million persons were at work on farms in April. This represents an increase of about 800,000, or 9%, for the month. Farm employment remained 1% under April, 1944, because of the continued "tightness" of the farm labor market. Labor shortages remain one of the farmers' greatest problems. Farm operators again hope that their short-term labor needs will be met largely by the usual seasonal increase in the specialized agricultural labor supply, and to a lesser degree by prisoners of war and foreign workers. As in the past war years, partial offset for the scarcity of hired help must be found in greater reliance upon farm family workers.

This increase in agriculture, plus a small net addition to the Armed Forces, was offset in part by the continued decline in civilian nonagricultural employment. The total number of civilian nonfarm workers in April was 41.2 million, 180,000 less than in March, and 385,000 less than in April, 1944. This decline primarily reflects an accelerated downward movement in manufacturing. The usual post-Easter lull in trade was accompanied by a loss of 86,000

Employment and Unemployment¹

In Thousands

Distribution of Labor Force and Employment	1945			r1944	1943
	April ²	March ¹	February	April	April
Unemployment.....					
Excess of employment over economic labor force..	6,631	5,939	5,418	6,430	5,462 ^r
Total employment.....	62,831	62,109	61,561	62,291	60,939
Agriculture.....	9,500	8,698	8,233	9,574	9,900
Forestry and fishing.....	163	159	156	170	187
Total industry.....	20,444	20,675	20,791	21,282	22,009
Extraction of minerals.....	583	605	606	655	716
Manufacturing.....	14,394	14,670	14,828	15,591	16,055
Construction.....	1,370	1,313	1,302	1,283	1,862
Transportation.....	3,160	3,148	3,116	2,807	2,361
Public utilities.....	936	940	939	946	1,015
Trade, distribution and finance.....	7,451	7,537	7,461	7,440	7,497
Service industries (including Armed Forces).....	23,824	23,589	23,471	22,392	19,961
Miscellaneous industries and services.....	1,449	1,451	1,449	1,432	1,386

¹Subject to revision.^rRevised.

workers in the trade, distribution and finance group. The mining industry shows a decrease of 4% for the month. Gains are reported in the transportation, construction and service industries.

In the five basic industries, only construction and transportation employed

more workers in April, then a year earlier. Together, the increase amounted to nearly half a million. Employment declines in the basic group ranged from 1.2 million in manufacturing to 10,000 in the public utility industry, and totaled 1.3 million. The net loss since April, 1944 was thus

slightly under a million. This April, 11,000 additional persons were engaged in trade.

MANUFACTURING

A loss of 276,000 factory workers for the month brought employment in manufacturing to its lowest point since June, 1942. Totalling 14.4 million persons, the industry was approximately 1.2 million under April 1944, and fully 2 million under the peak reached in November, 1943.

Both the durable and nondurable groups contributed to the over-all decline. In the durable goods group the greatest declines were localized in the munitions industries. These decreases may be mainly attributed to actual completions of war contracts and to an increased volume of cancellations. Textiles and apparels report the greatest declines in the nondurable group. Although in both, seasonal decreases were expected in April, shortages of material and labor were also contributing factors to the decline.

ROSALYN SIEGEL

Division of Business Statistics

Payroll Statistics in Manufacturing

HOURLY EARNINGS of production and related workers in the twenty-five manufacturing industries surveyed each month by THE CONFERENCE BOARD remained unchanged in April. Shorter weekly working hours and curtailed employment in April brought reductions in weekly earnings, total man hours and total payrolls. Higher living costs contributed to the substantial reduction in "real" weekly earnings. Wage-rate increases granted were larger than in March, but averaged only 0.03% for all workers.

EARNINGS

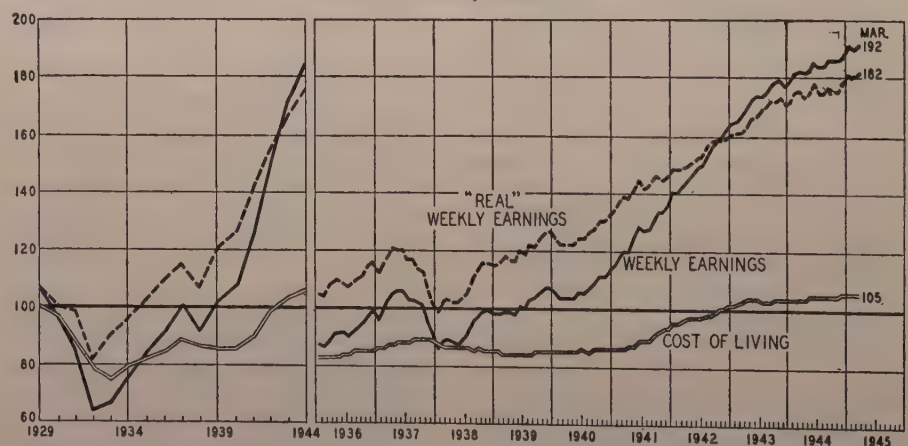
While the trend of hourly earnings has been generally upward since August, 1939, the rate of acceleration has fallen off substantially in recent months. From August, 1939, to November, 1941, the increase in hourly earnings averaged 0.6% per month. In this period, wage-rate increases were prevalent, but longer hours with premium overtime were worked. From December, 1941, to November, 1943, the month of peak manufacturing employment, the average rate of increase was 0.8%. Substantial premium overtime payments helped to bring about this increase. In the seven months from December, 1943, to June, 1944, employment declined 6.9% while

working hours increased 0.9%. Separations tended to be made among the lower-paid workers with lower seniority ratings, so that the reduced employment in this period served to raise hourly earnings. But the average rate of increase for these seven months was only 0.4%. The rate of

the months hourly earnings remained unchanged. The largest month-to-month rises were 0.9% in September, 0.8% in January and 0.6% in December—which were months in which premium pay for holidays was prevalent. For the period as a whole the trend continued toward

Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
Index Numbers, 1923 = 100



increase was further reduced in the ten months from July, 1944, to April, 1945, and averaged less than 0.3%. In three of

longer working hours and reduced employment.

Hourly earnings averaged \$1.101 in

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 April.....	\$1.057	\$48.09	45.2	44.0	195.4	187.5	180.7	173.4	91.9	148.3	136.3	268.0
May.....	1.062	48.46	45.5	44.1	196.3	187.7	182.1	174.1	92.5	145.0	134.1	264.0
June.....	1.069	49.30	45.9	44.2	197.6	189.1	185.3	177.3	93.3	143.6	134.0	266.1
July.....	1.072	48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
August.....	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
September.....	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October.....	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November.....	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December.....	1.086	49.91	45.8	44.3	200.7	189.9	187.6	177.5	93.1	138.0	128.5	258.9
1945 January.....	1.095	50.80	46.2	44.3	202.4	191.5	190.9	180.6	93.9	137.5	129.1	262.5
February.....	1.095	50.58	46.0	44.3	202.4	191.8	190.1	180.2	93.5	137.4	128.5	261.2
March.....	1.101	50.99	46.1 _r	44.4	203.5	193.1	191.6	181.8	93.7 _r	136.2 _r	127.6 _r	261.0 _r
April.....	1.101	50.11	45.4	44.4	203.5	192.3	188.3	178.0	92.3	134.0	123.7	252.3

r Revised

EARNINGS AND HOURS, PRODUCTION WORKERS¹, APRIL, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$1.164	\$1.162	\$54.27	\$54.03	46.6	46.5	47.3	47.3
Automobile ²	1.299	1.309 _r	57.65	60.04 _r	44.4	45.9	42.7	42.6
Boot and shoe ³.....	.838	.834	35.54	36.01	42.4	43.2	43.7	43.7
Chemical.....	1.108	1.102	50.33	50.41	45.4	45.7	45.9	46.0
Rayon producing ⁴.....	.924	.916 _r	39.16	38.54 _r	42.4	42.1 _r	45.7	45.7
Cotton—North.....	.810	.812	36.06	36.53	44.5	45.0	43.2	43.2
Electrical manufacturing.....	1.155	1.157	53.34	53.56	46.2	46.3	42.4	42.5
Furniture ⁵	1.055	1.051 _r	48.08	49.28 _r	45.6	46.9	45.9	45.9
Hosiery and knit goods.....	.860	.850	35.35	35.53	41.1	41.8	42.5	41.7
Iron and steel ⁶	1.264	1.273	58.75	60.28	46.5	47.4	43.2	43.1
Leather tanning and finishing.....	.973	.969	44.69	44.94	45.9	46.4	45.2	45.2
Lumber and millwork.....	1.100	1.095	49.15	50.04	44.7	45.7	47.3	47.2
Meat packing.....	.926	.909	43.15	42.92	46.6	47.2	41.4	41.5
Paint and varnish.....	1.043	1.029	50.05	49.26	48.0	47.9	47.1	47.0
Paper and pulp.....	.916	.915	45.03	45.02	49.2	49.2	44.8	44.8
Paper products.....	.882	.882	38.93	39.31	44.1	44.6	44.6	44.6
Printing—book and job.....	1.091	1.085	47.36	47.46	43.4	43.8	41.2	41.6
Printing—news and magazine.....	1.195	1.205	48.64	50.57	40.7	42.0	40.7	40.8
Rubber.....	1.236	1.243	56.51	58.89	45.7	47.4	47.0	47.0
1. Rubber tires and tubes.....	1.345	1.351	61.35	64.03	45.6	47.4	47.0	47.0
2. Other rubber products.....	1.057	1.061	48.51	50.26	45.9	47.4	47.0	47.0
Silk and rayon.....	.819	.819	35.94	36.30	43.9	44.3	42.2	42.2
Wool.....	.944	.947	41.11	42.11	43.5	44.4	43.1	43.1
1. Woolen and worsted goods.....	.918	.924	39.73	40.93	43.3	44.3	42.6	42.6
2. Other woolen products ⁷.....	.984	.984	43.25	43.92	44.0	44.6	43.9	43.9
Foundries and machine shops.....	1.224	1.226 _r	58.21	59.00 _r	47.6	48.1 _r	45.8	45.9
1. Foundries.....	1.162	1.166	54.96	56.04	47.3	48.1	44.9	44.9
2. Machines and machine tools.....	1.185	1.182	58.52	58.58	49.4	49.6	47.4	47.4
3. Heavy equipment.....	1.348	1.352 _r	63.38	64.86 _r	47.0	48.0 _r	45.5	45.8
4. Hardware and small parts.....	1.145	1.149	54.12	55.03	47.3	47.9	44.7	44.5
5. Other products.....	1.195	1.196	56.64	57.10	47.4	47.7	46.0	46.1
25 INDUSTRIES.....	\$1.101	\$1.101	\$50.11	\$50.99	45.4	46.1 _r	44.4	44.4
Cement.....	\$.904	\$.904	\$40.99	\$40.89 _r	45.3	45.2	45.7	45.7
Petroleum refining.....	1.304	1.297	63.54	60.62	48.7	46.7	44.6	44.6
27 INDUSTRIES.....	\$1.102	\$1.103 _r	\$50.23	\$51.05	45.4	46.1 _r	44.4	44.4
Aircraft.....	\$1.215	\$1.215	\$55.61	\$55.88	45.8	46.0	48.5	48.5
Shipbuilding.....	1.412	1.401 _r	65.72	66.81 _r	46.5	47.7 _r	48.1	48.2 _r

See footnotes on page 166.

April, a peak figure 45.1% above the level of January, 1941, the base date of the Little Steel formula, and 52.9% above August, 1939.

Weekly earnings averaged \$50.11, a decline of 1.7%. They were lower than

during the preceding three months of 1945, but higher than during any month before 1945. Since January, 1941, they have risen 63.7%, and since August, 1939, 83.6%.

Higher living costs combined with lower dollar earnings in April served to reduce the purchasing power of weekly earnings 2.1% below the March level. In April, production workers earned sufficient to purchase 33.1% more with their weekly income than in January, 1941, and 45.8% more than in August, 1939.

EMPLOYMENT AND PAYROLLS

The sixteenth consecutive decline in employment occurred in these industries in April. The index was at 134.0 (1923=100), 1.6% below March, and 13.1% below peak employment in October-November, 1943. Employment in April was still 19.6% greater than in January, 1941, and

as much as 56.7% more than it was in August, 1939.

Total payrolls declined 3.3% in April to the lowest figure since March, 1943. They were 95.9% higher than in January, 1941, and 187.7% higher than in August, 1939.

HOURS

The length of the work week was reduced 0.7 hours, or 1.5% in April. At 45.4 hours, it was longer than in April, 1944, but shorter than during any other month in the period from February, 1944, to March, 1945. The April work week was shorter than those of the months before April, 1930, but was longer than during any month between May, 1930, and February, 1944. From January, 1941, to April, 1945, weekly working hours increased 5.2 hours, or 12.9%, and from August, 1939, the gain was 7.5 hours, or 19.8%.

The nominal week remained unchanged

at 44.4 hours in April, indicating that cut-backs had not yet had any noticeable effect on the working schedules in the twenty-five industries. While declines were recorded in the scheduled working hours in seven of the individual industries, slightly larger increases in six others offset their effect on the composite. In fact, the March-April average is the highest in recent years.

Total man hours declined 3.1% in April. The average of 123.7 (1923=100) was lower than during any month since August, 1942, but higher than during any month before then. Since January, 1941, man hours have increased 35.2%, and since August, 1939, they have risen 88.0%.

CEMENT AND PETROLEUM

A fractional increase in April in the length of the work week of production and related workers in the cement industry

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, APRIL, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

NOTE: Hourly earnings are not wage rates, because they include overtime and cost of living.

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$1.188	\$1.186	\$55.61	\$55.32	46.8	46.7	\$.973	\$.969	\$43.73	\$43.92	44.9	45.3
Automobile ²	1.344	1.356 ^r	60.44	63.17 ^r	45.0	46.6 ^r	1.144	1.153 ^r	48.68	50.29 ^r	42.5	43.6 ^r
Boot and shoe ².....	.984	.983	42.71	43.91	43.4	44.7	.701	.690	29.09	28.88	41.5	41.8
Chemical.....	1.200	1.197	55.79	55.90 ^r	46.5	46.7	.783	.775 ^r	32.94	33.10 ^r	42.0	42.7
Rayon producing ⁴	1.026	1.019 ^r	45.20	44.53 ^r	44.0	43.7 ^r	.725	.717 ^r	28.60	28.14 ^r	39.5	39.3 ^r
Cotton—North.....	.886	.891	42.58	43.30	48.1	48.6	.711	.708	28.80	29.04	40.5	41.0
Electrical manufacturing.....	1.301	1.305	62.12	62.69	47.7	48.1	.919	.914	40.27	39.99	43.8	43.7
Furniture ⁵	1.112	1.101 ^r	51.39	52.61 ^r	46.2	47.8	.935	.944 ^r	41.33	42.47 ^r	44.2	45.0
Hosiery and knit goods.....	1.157	1.137	51.09	50.96	44.2	44.8	.732	.728	29.22	29.56	39.9	40.6
Iron and steel ⁶	1.284	1.294	60.16	61.71	46.9	47.7	.983	.982	41.11	42.26	41.8	43.0
Leather tanning and finishing.....	.998	.995	46.96	47.38	47.1	47.6	.823	.808	32.90	32.34	40.0	40.0
Lumber and millwork.....	1.123	1.118	50.36	51.12	44.8	45.7	.832	.829	36.06	37.76	43.3	45.5
Meat packing.....	.974	.966	46.64	46.52	47.9	48.7	.720	.711	30.13	29.67	41.9	41.7
Paint and varnish.....	1.075	1.059	52.12	51.22	48.5	48.4	.818	.815	36.53	36.34	44.7	44.6
Paper and pulp.....	.942	.940	47.16	47.10	50.1	50.1	.685	.691	29.24	29.35	42.7	42.5
Paper products.....	1.010	1.010	47.38	47.70	46.9	47.2	.680	.679	27.43	27.79	40.4	40.9
Printing—book and job.....	1.311	1.310	58.94	58.73	44.9	44.8	.676	.679	27.55	28.46	40.8	41.9
Printing—news and magazine.....	1.302	1.311	53.31	55.13	41.0	42.1	.767	.795	30.50	33.08	39.7	41.6
Rubber.....	1.361	1.369	64.42	66.87	47.3	48.9	.902	.910	37.82	39.92	42.0	43.9
1. Rubber tires and tubes.....	1.432	1.439	67.06	69.76	46.8	48.5	1.014	1.024	42.17	44.66	41.6	43.6
2. Other rubber products.....	1.214	1.219	58.72	60.52	48.4	49.7	.799	.804	33.80	35.49	42.3	44.1
Silk and rayon.....	.911	.913	42.70	43.49	46.9	47.6	.673	.666	26.90	26.51	40.0	39.8
Wool.....	1.010	1.019	46.44	47.28	46.0	46.4	.829	.826	33.06	34.27	39.9	41.5
1. Woolen and worsted goods.....	.977	.988	44.97	45.77	46.0	46.3	.827	.828	32.70	34.45	39.5	41.6
2. Other woolen products ⁷	1.056	1.061	48.44	49.31	45.9	46.5	.834	.823	33.74	33.94	40.5	41.2
Foundries and machine shops.....	1.280	1.282 ^r	61.90	62.83 ^r	48.4	49.0 ^r	.979	.979	43.41	43.69	44.3	44.6
1. Foundries.....	1.183	1.186	56.56	57.69	47.8	48.7	.934	.937	39.60	39.66	42.4	42.3
2. Machines and machine tools.....	1.239	1.236	62.38	62.54	50.3	50.6	.913	.911	41.10	40.99	45.0	45.0
3. Heavy equipment.....	1.381	1.385 ^r	65.26	66.83 ^r	47.2	48.3 ^r	1.049	1.056	47.23	48.19 ^r	45.0	45.6
4. Hardware and small parts.....	1.228	1.234	60.08	61.17	48.9	49.6	.908	.909	39.21	39.69	43.2	43.6
5. Other products.....	1.259	1.261	61.00	61.58	48.4	48.8	1.005	1.006	44.79	45.01	44.6	44.8
25 INDUSTRIES.....	\$1.194	\$1.196 ^r	\$55.73	\$56.76	46.7	47.5	\$.789	\$.787	\$32.68	\$33.12	41.3	41.9
Cement.....	.904	.904	\$40.99	\$40.89 ^r	45.3	45.2	....	....	....	....	....	....
Petroleum refining.....	1.304	1.297	63.54	60.62	48.7	46.7	....	....	....	....	....	....
27 INDUSTRIES.....	\$1.194	\$1.195 ^r	\$55.73	\$56.69	46.7	47.4 ^r	....	....	....	....	....	....
Aircraft.....	\$1.301	\$1.299	\$60.65	\$60.76	46.6	46.8	\$1.069	\$1.073	\$47.39	\$48.09	44.3	44.8
Shipbuilding.....	1.432	1.420 ^r	66.85	67.88 ^r	46.7	47.8 ^r	1.117	1.117 ^r	49.45	50.96 ^r	44.3	45.6 ^r

See footnotes on page 166.

served to raise weekly earnings \$.10, or 0.2% above the March level. The hourly earnings average for all workers remained unchanged at the March level of \$.904 despite a small decline for unskilled workers. Hourly earnings of skilled workers, who constitute almost 92% of all workers, also remained unchanged. April weekly earnings of cement workers were \$40.99 for 45.3 hours of work.

The effect of slightly curtailed employment was more than offset by longer working hours in petroleum refineries in April, so that total man hours rose substantially in the month period. The additional premium overtime payments that accrued from the longer working hours raised hourly earnings 0.5% to \$1.304 and weekly earnings 4.8% to \$63.54, a new peak level. Earnings and hours of both groups of workers, by skill, were higher in April.

AIRCRAFT AND SHIPBUILDING

Cutbacks in production in the aircraft industry in April are indicated by curtailed employment and shorter working hours. The actual number of employed workers was 3.0% less in April—2.2% fewer men were employed and 4.1% fewer

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1944		
April.....	0.6%	5.7%
May.....	0.4	6.0
June.....	0.3	7.0
July.....	0.8	5.3
August.....	0.4	6.0
September.....	0.3	5.4
October.....	0.1	5.3
November.....	0.4	6.8
December.....	0.1	5.8
1945		
January.....	0.2	5.3
February.....	0.6	5.9
March.....	0.4	3.8
April.....	0.3	7.0

women. The work week was shortened 0.2 hours, or 0.4%. Separations occurred principally among the lower-paid, less-skilled workers, and hourly earnings of both groups of male workers rose slightly despite smaller premium overtime payments. In the case of female workers,

hourly earnings as well as employment and weekly working hours were lower in April.

In shipyards, reductions in employment, actual hours of work, and nominal or scheduled hours of work would seem to indicate production cutbacks in April. Employment declined 5.1% in the month period, separations occurring mostly among the male workers. Lower-paid workers were in general released, as average hourly earnings of male workers were higher despite shorter working hours. Hourly earnings of women, who comprise 6.5% of the total, remained unchanged at the March level although their work week was also shortened. Weekly earnings of \$65.72 averaged in April by all workers were 1.6% below the March average.

LABOR STATISTICS IN APRIL

Hourly earnings remained unchanged at the March level of \$1.101 in April. They have risen 4.2% in the past year and 86.6% since 1929.

Weekly earnings declined 1.7% in April. At \$50.11 they were 4.2% more than in April, 1944 and 75.5% more than in 1929.

"Real" weekly earnings were 2.1% less in April. The April index of 178.0 (1923=

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS¹, APRIL, 1945

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked	Payrolls			
	Hourly, Actual		Weekly									
			Actual		Real							
April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	
Agricultural implement.....	209.4	209.0	197.3	196.4	186.5	186.3	186.0	191.5	175.0	179.8	367.0	376.1
Automobile ²	205.5	207.1 _r	191.3	199.2 _r	180.8	189.0 _r	157.2	160.8	146.4	154.7	300.7	320.3 _r
Boot and shoe.....	159.6	158.9	147.3	149.3	139.2	141.7	89.0	89.8	82.2	84.5	131.1	134.1
Chemical.....	218.1	216.9	195.4	195.7	184.7	185.7	171.9	173.5	154.2	156.7	335.9	339.5
Cotton—North.....	182.0	182.5	169.8	172.0	160.5	163.2	35.5	36.2	33.1	34.1	60.3	62.3
Electrical manufacturing.....	203.3	203.7	196.9	197.7	186.1	187.6	262.0	266.8	253.4	258.5	515.9	527.5
Furniture ⁵	204.1	203.3 _r	192.8	197.6 _r	182.2	187.5 _r	133.7	137.6	126.5	133.9	257.8	271.9 _r
Hosiery and knit goods.....	225.1	222.5	200.1	201.1	189.1	190.8	72.6	74.0	64.5	66.8	145.3	148.8
Iron and steel ⁶	212.1	213.6	171.7	176.2	162.3	167.2	116.7	117.4	94.1	96.4	200.4	206.9
Leather tanning and finishing.....	200.2	199.4	193.0	194.0	182.4	184.1	72.4	73.9	69.8	72.1	139.7	143.4
Lumber and millwork.....	232.6	231.5	209.9	213.7	198.4	202.8	48.9	49.7	44.2	45.9	102.6	106.2
Meat packing.....	195.8	192.2	183.3	182.3	173.3	173.0	96.0	102.3	90.0	97.2	176.0	186.5
Paint and varnish.....	185.3	182.8 _r	190.7	187.7 _r	180.2	178.1 _r	127.4	130.7 _r	131.0	134.1 _r	243.0	245.3 _r
Paper and pulp.....	181.7	181.5	172.7	172.6	163.2	163.8	116.9	119.2	111.1	113.2	201.9	205.7
Paper products.....	193.4	193.4	178.7	180.5	168.9	171.3	162.0	164.8	150.0	154.4	289.5	297.5
Printing—book and job.....	167.1	166.2	158.1	158.5	149.4	150.4	117.1	118.6	110.8	113.1	185.1	188.0
Printing—news and magazine.....	172.4	173.9	155.7	161.9	147.2	153.6	101.1	101.5	91.4	94.7	157.4	164.3
Rubber.....	197.4	198.6	201.6	210.1	190.5	199.3	134.3	138.7	137.0	146.7	270.7	291.4
Silk and rayon.....	165.1	165.1	156.1	157.6	147.5	149.5	86.8	88.7	81.9	84.5	135.5	139.8
Wool.....	186.9	187.5	171.5	175.7	162.1	166.7	66.5	67.9	60.9	63.5	114.0	119.3
Foundries and machine shops.....	213.6	214.0 _r	205.2	208.0 _r	194.0	197.3 _r	204.1	206.5	195.9	200.3 _r	418.8	429.5 _r
1. Foundries.....	196.9	197.6	185.6	189.3	175.4	179.6	179.7	184.0	169.3	176.3	333.5	348.3
2. Machines and machine tools.....	215.8	215.3	214.4	214.6	202.6	203.6	189.3	192.8	187.8	192.0	405.9	413.7
3. Heavy equipment.....	201.2	201.8 _r	191.9	196.4 _r	181.4	186.3 _r	176.5	179.4	168.2	174.7 _r	338.7	352.3 _r
4. Hardware and small parts.....	223.6	224.4	218.1	221.8	206.1	210.4	174.8	176.6	170.4	174.5	381.2	391.7
5. Other products.....	213.4	213.6	207.2	208.9	195.8	198.2	228.3	230.9	221.7	225.6	473.0	482.4
25 INDUSTRIES.....	203.5	203.5	188.3	191.6	178.0	181.8	134.0	136.2 _r	123.7	127.6 _r	252.3	261.0 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 166.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS¹

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$.967	\$.965	\$46.02	\$45.79	47.6	47.4	\$1.220	\$1.219	\$57.01	\$56.74	46.7	46.5
Automobile ²	1.100	1.112 ^r	49.12	51.07 ^r	44.7	45.9 ^r	1.378	1.389 ^r	62.02	64.82 ^r	45.0	46.7 ^r
Boot and shoe ³.....	.587	.559	26.84	26.16	45.7	46.8	1.009	1.009	43.63	44.93	43.3	44.6
Chemical.....	.978	.971 ^r	45.49	45.61 ^r	46.5	47.0	1.263	1.262 ^r	58.68	58.80 ^r	46.5	46.6
Rayon producing ⁴.....	.773	.765	32.42	32.19 ^r	41.9	42.1 ^r	1.059	1.053 ^r	46.97	46.26 ^r	44.3	43.9
Cotton—North.....	.770	.781	36.33	37.16	47.2	47.6	.937	.942	45.40	46.19	48.5	49.0
Electrical manufacturing.....	.931	.936	43.54	43.98	46.8	47.0	1.350	1.353	64.61	65.22	47.9	48.2
Furniture ⁵.....	.931	.932 ^r	42.58	43.68 ^r	45.7	46.9	1.146	1.133 ^r	53.09	54.34 ^r	46.3	48.0
Hosiery and knit goods.....	.779	.778	37.16	36.84	47.7	47.4	1.193	1.171	52.33	52.22	43.9	44.6
Iron and steel ⁶.....	.987	1.001	44.67	44.73	45.3	44.7	1.349	1.353	63.70	65.46	47.2	48.4
Leather tanning and finishing.....	.796	.789	38.58	37.79	48.4	47.9	1.040	1.039	48.64	49.45	46.8	47.6
Lumber and millwork.....	.815	.803	35.65	35.49	43.7	44.2	1.212	1.212	54.70	55.98	45.1	46.2
Meat packing.....	.802	.808	38.08	38.61	47.5	47.8	1.040	1.017	49.95	49.86	48.0	49.1
Paint and varnish.....	.877	.864	43.80	43.86	50.0	50.8	1.156	1.141	55.41	54.12	47.9	47.4
Paper and pulp.....	.775	.771	36.15	36.00	46.6	46.7	1.008	1.007	51.94	51.94	51.5	51.6
Paper products.....	.787	.786	34.90	35.08	44.4	44.6	1.095	1.101	52.49	53.22	47.9	48.4
Printing—book and job.....	.934	.942	41.83	42.53	44.8	45.2	1.390	1.387	62.52	62.10	45.0	44.8
Printing—news and magazine.....	.877	.909	33.41	35.61	38.1	39.2	1.411	1.412	58.92	60.50	41.8	42.8
Rubber.....	1.031	1.046	48.25	49.27	46.8	47.1	1.371	1.377	64.89	67.38	47.3	48.9
1. Rubber tires and tubes.....	1.077	1.088	49.87	50.70	46.3	46.6	1.445	1.450	67.67	70.43	46.8	48.6
2. Other rubber products.....	.781	.786	38.87	39.22	49.8	49.9	1.221	1.226	59.06	60.85	48.4	49.7
Wool.....	.825	.825	36.01	36.96	44.7	44.8	1.093	1.104	50.87	52.08	46.5	47.2
1. Woolen and worsted goods.....	.842	.842	37.20	37.14	44.2	44.1	1.058	1.075	49.95	51.37	47.2	47.8
2. Other woolen products ⁷.....	.787	.787	36.19	36.53	46.0	46.4	1.131	1.136	51.84	52.82	45.8	46.5
Foundries and machine shops.....	1.004	.996 ^r	48.03	47.91 ^r	47.8	48.1	1.321	1.324 ^r	63.99	65.02	48.4	49.1 ^r
1. Foundries.....	.970	.960	45.54	45.90	46.9	47.8	1.239	1.243	59.56	60.75	48.1	48.9
2. Machines and machine tools.....	1.091	1.090	54.12	53.93	49.6	49.5	1.261	1.257	63.62	63.84	50.5	50.8
3. Heavy equipment.....	.998	.997 ^r	46.25	46.48 ^r	46.3	46.6	1.428	1.429 ^r	67.64	69.26 ^r	47.4	48.5 ^r
4. Hardware and small parts.....	.976	.962	47.90	47.06	49.1	48.9	1.285	1.293	62.77	64.26	48.9	49.7
5. Other products.....	.998	.997	48.02	48.10	48.1	48.2	1.290	1.294	62.56	63.25	48.5	48.9
24 INDUSTRIES ⁸	\$.918	\$.917 ^r	\$42.30	\$42.54 ^r	46.0	46.3 ^r	\$1.259	\$1.261 ^r	\$58.91	\$60.12	46.8	47.7
Cement.....	\$.730	\$.741 ^r	\$31.55	\$31.59 ^r	43.2	42.7	\$.919	\$.919	\$41.85	\$41.83 ^r	45.5	45.5
Petroleum refining.....	.999	.981	46.24	43.10	46.3	43.9	1.334	1.327	65.30	62.41	49.0	47.0
26 INDUSTRIES ⁸	\$.917	\$.916	\$42.24	\$42.45 ^r	46.0	46.3	\$1.257	\$1.259 ^r	\$58.88	\$60.01	46.8	47.7
Aircraft.....	\$1.118	\$1.116	\$51.54	\$52.01	46.1	46.6	\$1.313	\$1.312	\$61.26	\$61.35	46.7	46.8
Shipbuilding.....	.991	.988 ^r	44.98	46.26 ^r	45.4	46.8 ^r	1.470	1.457 ^r	68.82	69.77 ^r	46.8	47.9 ^r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Production and related workers. For definition, see the March *Management Record*, page 80.

²Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

³Actual earnings and hours for February and March not strictly com-

parable with those for previous months; indexes linked, hence comparable throughout.

⁴Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

⁵Includes wood, metal, and upholstered household and office furniture.

⁶Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁷Principally rugs.

⁸Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^rRevised.

100) indicates that the average production worker could purchase 2.7% more with his weekly income than he could a year earlier and 66.0% more than in 1929.

Hours per week were 0.7 hour, or 1.5%, less than in April. The work week of 45.4 hours was 0.2 hour, or 0.4%, longer than in April of last year, but 2.9 hours,

or 6.0%, shorter than the 1929 average.

Employment declined 1.6% in April and was 9.6% lower than in the same month of 1944. Since 1929, however, 32.7% more persons were added to the payrolls of these industries.

Man hours were reduced 3.1% in April and averaged 9.2% less than in April,

1944; they were 24.7% more than in 1929.

Payrolls fell off 3.3% in April. At 252.3 (1923=100) they reflect a decline of 5.9% in the year period and an advance of 132.7% since 1929.

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Cost of Living in May

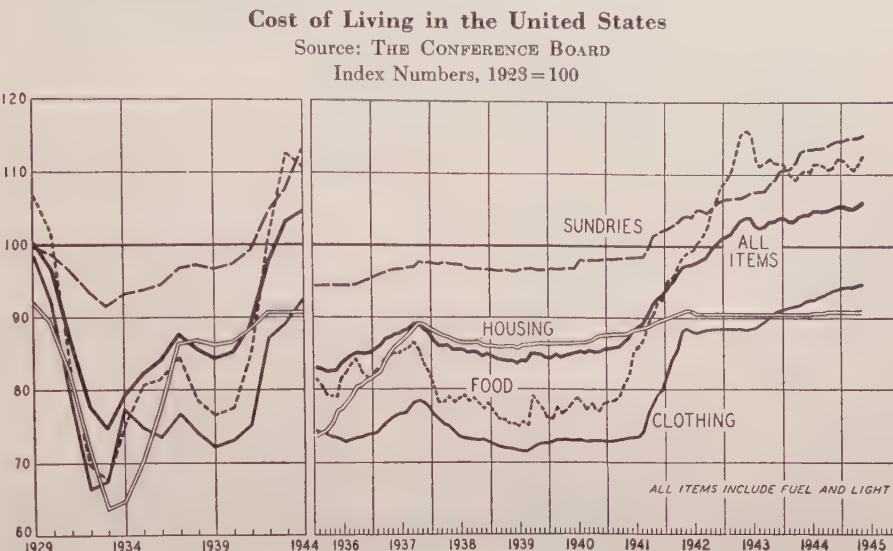
MAY LIVING costs of wage earners' families, as measured by THE CONFERENCE BOARD, rose 0.4% from April to May. This was the second consecutive rise, bringing the over-all index to a war-time peak of 106.2 (1923=100), a level last reached in November, 1925.

The cost of all items rose 1.5% from May, 1944, to May 1945. The increase in this index since August, 1939, the month preceding the start of World War II, was 26.4%, and since November, 1941, the increase has been 14.3%. A rise of 23.5% has occurred since January, 1941, the base date of the Little Steel formula.

The purchasing value of the 1923 dollar, which stood at 95.6 cents a year ago and at 94.5 cents in April, declined to 94.2 cents in May.

MAJOR GROUPS

Each major component of the all-items index for May increased over the month, with the exception of housing costs which remained constant. The cost of clothing has risen 0.1% since April, and 7.2% since May, 1943, the last date for which a decline is recorded. The cost of sundries rose 0.2%, as did fuel and light prices. The rise in food costs was 1.0%, reflecting substantial increases in the prices of fresh vegetables, especially onions, carrots and



white and sweet potatoes. The change in food prices in the first sixty-nine months of World War II (from September, 1939, to May, 1945) has been 42.3%. Food costs advanced 92.7% in the comparable period of World War I.

Over the month, 56 cities show increases, as compared with 43 cities in April and 21 cities in March. Atlanta, Front Royal and Spokane remained the same, while four cities, Macon, Portland (Oregon), Sacramento and San Francisco-Oakland, declined slightly. The largest increase in living costs was 1.5% in Omaha.

The all-items index for International Falls, Minnesota (compiled quarterly) rose to 101.3 (November, 1944=100), 0.5% over the index for February. The

cost of housing, fuel and light, housefurnishings, and sundries remained the same, the indexes being 100.0, 100.0, 100.7 and 100.0, respectively. The cost of food rose 1.0% during the three-month period to a level of 103.3. The clothing index now stands at 102.0, a 1.9% increase.

ANNUAL CHANGES

The annual change in the cost of living shows increases in each of the 63 cities for which data are available. The rises ranged from 0.2% in Portland (Oregon), to 4.4% in Huntington (West Virginia); in fifteen cities the increase was 2.5% or higher.

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Division of Labor Statistics

COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923 = 100											
1944 May.....	104.6	110.6	90.8	92.3	101.8	82.8	95.9	67.0	94.6	113.5	95.6
June.....	104.5	110.5	90.8	92.5	101.8	83.1	95.7	67.0	94.6	113.5	95.7
July.....	105.0	111.7	90.9	92.5	101.9	83.1	95.7	66.9	94.5	113.6	95.2
August.....	105.0	111.6	90.9	93.0	102.1	83.9	95.7	66.9	94.5	113.6	95.2
September.....	105.0	111.3	90.9	93.2	102.3	84.0	95.8	66.9	94.5	113.8	95.2
October.....	105.0	110.8	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2
November.....	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0
December.....	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6
1945 January.....	105.7	112.1	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
February.....	105.5	111.2	91.0	94.3	103.6	84.9	96.1	66.9	94.5	115.1	94.8
March.....	105.4	110.8	91.0	94.5	103.8	85.2	96.1	66.9	94.5	115.2	94.9
April.....	105.8	111.6 ^a	91.0	94.8	104.0	85.5	96.0	66.9	94.5	115.3	94.5
May.....	106.2	112.7	91.0	94.9	104.1	85.6	96.2	66.9	94.5	115.5	94.2
Percentage Changes											
Apr. 1945 to May 1945.....	+0.4	+1.0	0	+0.1	+0.1	+0.1	+0.2	0	0	+0.2	-0.3
May 1944 to May 1945.....	+1.5	+1.9	+0.2	+2.8	+2.3	+3.4	+0.3	-0.1	-0.1	+1.8	-1.5

¹Data on housing collected twice annually, May 15 and October 15.

²Includes fuel as well as electricity and gas.

^aOn food prices for April 16, 1945.

COST OF LIVING IN SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

City	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1945	April 1945	May 1944	April 1945 to May 1945	May 1944 to May 1945
Akron					
Food.....	146.8	145.2 ^r	148.3	+1.1	-1.0
Housing ¹	113.8	113.8	113.7	0	+0.1
Clothing.....	130.0	129.4	124.9	+0.5	+4.1
Fuel and light.....	114.2	112.7	112.2	+1.3	+1.8
Housefurnishings.....	120.2	120.8	118.4	-0.5	+1.5
Sundries.....	124.4	124.4	123.4	0	+0.8
Weighted Total.....	128.9	128.2 ^r	128.2 ^r	+0.5	+0.5
Atlanta					
Food.....	147.5	147.6	146.7	-0.1	+0.5
Housing ¹	99.2	99.2	99.2	0	0
Clothing.....	131.0	130.5	125.7	+0.4	+4.2
Fuel and light.....	114.0	113.1	112.7	+0.8	+1.2
Housefurnishings.....	123.8	124.1 ^r	118.7	-0.2	+4.3
Sundries.....	119.9	119.9	117.2	0	+2.3
Weighted Total.....	125.7	125.7	123.7	0	+1.6
Baltimore					
Food.....	149.9	148.0	146.3	+1.3	+2.5
Housing ¹	103.2	103.2	103.2	0	0
Clothing.....	134.3	134.5 ^r	128.6	-0.1	+4.4
Fuel and light.....	107.3	107.3	107.9	0	-0.6
Housefurnishings.....	137.2	139.2 ^r	135.7	-1.4	+1.1
Sundries.....	125.6	125.6	125.6	0	0
Weighted Total.....	130.2	129.7	128.3	+0.4	+1.5
Birmingham					
Food.....	153.3	152.5	150.3	+0.5	+2.0
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	132.4	132.6 ^r	130.1	-0.2	+1.8
Fuel and light.....	105.0	102.4	103.7	+2.5	+1.3
Housefurnishings.....	120.2	120.2	117.8	0	+2.0
Sundries.....	121.3	121.2	121.3	+0.1	0
Weighted Total.....	128.2	127.9	126.9	+0.2	+1.0
Boston					
Food.....	137.6	135.5 ^r	134.4	+1.5	+2.4
Housing ¹	103.5	103.5	103.5	0	0
Clothing.....	130.0	129.8	128.1	+0.2	+1.5
Fuel and light.....	122.7	122.8	123.0	-0.1	-0.2
Housefurnishings.....	126.4	126.4	122.5	0	+3.2
Sundries.....	119.4	118.8	116.7	+0.5	+2.3
Weighted Total.....	124.3	123.4 ^r	122.3	+0.7	+1.6
Bridgeport					
Food.....	139.7	137.8	137.6	+1.4	+1.5
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	129.4	129.4	128.6	0	+0.6
Fuel and light.....	121.0	121.4	120.3	-0.3	+0.6
Housefurnishings.....	127.6	126.5	126.4	+0.9	+0.9
Sundries.....	128.7	128.7	128.5	0	+0.2
Weighted Total.....	127.4	126.8	126.5	+0.5	+0.7
Buffalo					
Food.....	145.6	144.4	144.8	+0.8	+0.6
Housing ¹	112.3	112.3	112.4	0	-0.1
Clothing.....	129.0	129.0	126.7	0	+1.8
Fuel and light.....	110.3	110.4	110.5	-0.1	-0.2
Housefurnishings.....	129.4	129.4	129.9	0	-0.4
Sundries.....	126.7	126.3	126.6	+0.3	+0.1
Weighted Total.....	129.1	128.6	128.6	+0.4	+0.4
Chattanooga					
Food.....	157.1	155.3	155.7 ^r	+1.2	+0.9
Housing ¹	103.7	103.6	103.3	+0.1	+0.4
Clothing.....	124.7	124.9	122.6	-0.2	+1.7
Fuel and light.....	101.9	100.7	99.9	+1.2	+2.0
Housefurnishings.....	124.8	124.8	121.5	0	+2.7
Sundries.....	117.8	117.8	116.7	0	+0.9
Weighted Total.....	127.6	127.0 ^r	126.2 ^r	+0.5	+1.1
Chicago					
Food.....	145.8	144.4	142.9	+1.0	+2.0
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	133.8	133.6	129.0	+0.1	+3.7
Fuel and light.....	99.2	98.9	98.9	+0.3	+0.3
Housefurnishings.....	129.3	129.2	125.1	+0.1	+3.4
Sundries.....	118.3	118.3	117.6	0	+0.6
Weighted Total.....	125.2	124.7	123.5	+0.4	+1.4
Cincinnati					
Food.....	139.8	137.0	135.6 ^r	+2.0	+3.1
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	138.7	138.9 ^r	135.5	-0.1	+2.4
Fuel and light.....	107.1	106.0	106.0	+1.0	+1.0
Housefurnishings.....	125.1	125.1	124.4	0	+0.6
Sundries.....	120.9	120.9	116.5	0	+3.8
Weighted Total.....	125.2	124.2	122.1	+0.8	+2.5
Cleveland					
Food.....	139.6	137.7	138.5	+1.4	+0.8
Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	137.2	136.7	133.0	+0.4	+3.2
Fuel and light.....	106.9	106.3	104.8	+0.6	+2.0
Housefurnishings.....	126.5	126.6 ^r	130.1	-0.1	-2.8
Sundries.....	128.8	128.8	120.2	0	+7.2
Weighted Total.....	127.9	127.2	124.7	+0.6	+2.6
Dallas					
Food.....	148.5	148.2	144.6	+0.2	+2.7
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	131.2	131.3	125.8	-0.1	+4.3
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	129.3	129.3	127.5	0	+1.4
Sundries.....	126.4	124.6 ^r	123.3 ^r	+1.4	+2.5
Weighted Total.....	127.1	126.5 ^r	124.3 ^r	+0.5	+2.3
Dayton					
Food.....	145.5	143.9	140.5	+1.1	+3.6
Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	125.4	125.4 ^r	122.8	0	+2.1
Fuel and light.....	107.6	106.4	105.6	+1.1	+1.9
Housefurnishings.....	138.1	135.9	128.2	+1.6	+7.7
Sundries.....	122.9	122.6	118.7 ^r	+0.2	+3.5
Weighted Total.....	126.9	126.1 ^r	123.2 ^r	+0.6	+3.0
Denver					
Food.....	147.3	142.8	142.7	+3.2	+3.2
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	132.1	132.0	128.7	+0.1	+2.6
Fuel and light.....	101.6	101.3	101.6	+0.3	0
Housefurnishings.....	126.7	126.3 ^r	125.8	+0.3	+0.7
Sundries.....	120.1	120.0	115.5	+0.1	+4.0
Weighted Total.....	126.3	124.8	123.1	+1.2	+2.6
Des Moines					
Food.....	136.8	135.4	136.7	+1.0	+0.1
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	139.3	139.4	132.1	-0.1	+5.5
Fuel and light.....	121.2	120.9	120.9	+0.2	+0.2
Housefurnishings.....	126.0	125.7	125.9	+0.2	+0.1
Sundries.....	121.1	120.5	119.9	+0.5	+1.0
Weighted Total.....	124.9	124.3	123.6	+0.5	+1.1
Detroit					
Food.....	150.1	150.1	145.4	0	+3.2
Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	136.4	136.0	131.4	+0.3	+3.8
Fuel and light.....	113.2	113.5	111.4	-0.3	+1.6
Housefurnishings.....	126.2	126.2	126.0	0	+0.2
Sundries.....	130.8	130.8	128.8	0	+1.6
Weighted Total.....	131.1	131.0	128.4	+0.1	+2.1

¹Rents surveyed twice annually, May 15, and October 15.

^rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1945	April 1945	May 1944	April 1945 to May 1945	May 1944 to May 1945
Duluth					
Food.....	141.5	138.8	134.2	+1.9	+5.4
Housing ¹	100.2	100.2	100.2	0	0
Clothing.....	137.9	138.0 ^r	134.6 ^r	-0.1	+2.5
Fuel and light.....	107.5	107.5	107.3	0	+0.2
Housefurnishings.....	142.0	142.1 ^r	135.9	-0.1	+4.5
Sundries.....	120.1	120.1	117.3	0	+2.4
Weighted Total.....	125.7	124.8 ^r	121.9 ^r	+0.7	+3.1
Erie, Pa.					
Food.....	151.7	150.9	149.9	+0.5	+1.2
Housing ¹	110.2	110.1	109.9	+0.1	+0.3
Clothing.....	146.5	146.7 ^r	138.1	-0.1	+6.1
Fuel and light.....	113.7	113.1	113.5	+0.5	+0.2
Housefurnishings.....	131.5	130.9 ^r	130.0	+0.5	+1.2
Sundries.....	130.8	130.8	125.5	0	+4.2
Weighted Total.....	133.5	133.1	130.6	+0.3	+2.2
Fall River					
Food.....	137.7	136.0	134.5	+1.3	+2.4
Housing ¹	104.3	104.3	104.3	0	0
Clothing.....	137.1	136.6	134.1	+0.4	+2.2
Fuel and light.....	116.9	117.0	116.7	-0.1	+0.2
Housefurnishings.....	120.4	120.4 ^r	114.7	0	+5.0
Sundries.....	127.0	127.0	123.4 ^r	0	+2.9
Weighted Total.....	126.7	126.1	124.1 ^r	+0.5	+2.1
Front Royal, Va.					
Food.....	163.4	163.4	162.4 ^r	0	+0.6
Housing ¹	107.3	107.3	107.7	0	-0.4
Clothing.....	147.1	147.1	144.2	0	+2.0
Fuel and light.....	112.2	112.2	111.4	0	+0.7
Housefurnishings.....	132.4	132.4	132.4	0	0
Sundries.....	118.1	118.1	118.1	0	0
Weighted Total.....	130.8	130.8	130.3	0	+0.4
Grand Rapids					
Food.....	150.9	149.5	146.7	+0.9	+2.9
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	139.5	139.6	132.7	-0.1	+5.1
Fuel and light.....	112.8	111.4	110.6	+1.3	+2.0
Housefurnishings.....	143.4	143.4	140.7	0	+1.9
Sundries.....	127.2	126.3	125.6	+0.7	+1.3
Weighted Total.....	131.5	130.8	128.8	+0.5	+2.1
Green Bay, Wis.					
Food.....	137.6	136.3	134.5	+1.0	+2.3
Housing ¹	102.8	102.8	102.8	0	0
Clothing.....	140.0	140.0 ^r	132.6	0	+5.6
Fuel and light.....	108.0	108.0	108.9	0	-0.8
Housefurnishings.....	123.6	123.4 ^r	126.3	+0.2	+1.8
Sundries.....	120.9	120.9	120.3	0	+0.5
Weighted Total.....	124.6	124.2	122.5	+0.3	+1.7
Houston					
Food.....	142.6	141.6	139.9	+0.7	+1.9
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.7	129.6	126.9	+0.1	+2.2
Fuel and light.....	84.8	84.8	84.8	0	0
Housefurnishings.....	119.6	119.6	115.5	0	+3.5
Sundries.....	122.2	122.1	118.8	+0.1	+2.9
Weighted Total.....	123.9	123.6	121.4	+0.2	+2.1
Huntington, W. Va.					
Food.....	147.5	146.1	144.4	+1.0	+2.1
Housing ¹	111.7	111.7	111.7	0	0
Clothing.....	128.9	128.7 ^r	126.9	+0.2	+1.6
Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	131.8	132.7	129.3	-0.7	+1.9
Sundries.....	129.5	129.5	117.2	0	+10.5
Weighted Total.....	131.3	130.9 ^r	125.8	+0.3	+4.4
Indianapolis					
Food.....	150.7	149.3	146.9	+0.9	+2.6
Housing ¹	107.9	107.9	107.9	0	0
Clothing.....	128.5	128.4	125.6	+0.1	+2.3
Fuel and light.....	113.4	112.0	111.7	+1.3	+1.5
Housefurnishings.....	126.0	125.3	125.1	+0.6	+0.7
Sundries.....	127.8	126.9	123.0	+0.7	+3.9
Weighted Total.....	130.1	129.3	127.0	+0.6	+2.4
Kansas City, Mo.					
Food.....	135.0	134.5	132.5	+0.4	+1.9
Housing ¹	105.5	105.5	105.2	0	+0.3
Clothing.....	133.5	133.2	127.8	+0.2	+4.5
Fuel and light.....	111.0	109.5	109.8	+1.4	+1.1
Housefurnishings.....	123.0	123.0	122.8	0	+0.2
Sundries.....	128.0	128.0	125.4	0	+2.1
Weighted Total.....	125.6	125.3	123.3	+0.2	+1.9
Lansing					
Food.....	170.8	168.2	164.8	+1.5	+3.6
Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	129.0	129.2	128.2	-0.2	+0.6
Fuel and light.....	106.7	104.9	104.9	+1.7	+1.7
Housefurnishings.....	135.3	135.2	133.1	+0.1	+1.7
Sundries.....	129.9	129.8	128.1	+0.1	+1.4
Weighted Total.....	133.1	132.2	130.6	+0.7	+1.9
Los Angeles					
Food.....	152.1	153.3	146.9	-0.8	+3.5
Housing ¹	106.2	106.2	104.6	0	+1.5
Clothing.....	125.6	125.7 ^r	124.8	-0.1	+0.6
Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	120.8	120.7	121.1	+0.1	-0.2
Sundries.....	124.9	123.0	122.1	+1.5	+2.3
Weighted Total.....	128.2	128.0	125.4	+0.2	+2.2
Louisville					
Food.....	145.7	143.1	142.5	+1.8	+2.2
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.8	130.8	123.5	0	+5.9
Fuel and light.....	114.8	113.4	113.4	+1.2	+1.2
Housefurnishings.....	129.2	129.3 ^r	130.5	-0.1	-1.0
Sundries.....	123.3	123.2	114.1	+0.1	+8.1
Weighted Total.....	128.2	127.3 ^r	123.9	+0.7	+3.5
Macon					
Food.....	147.8	148.3 ^r	147.0	-0.3	+0.5
Housing ¹	113.2	113.9	115.9	-0.6	-2.3
Clothing.....	132.6	132.4	128.0	+0.2	+3.6
Fuel and light.....	102.7	101.9	101.5	+0.8	+1.2
Housefurnishings.....	137.3	137.3	135.0	0	+1.7
Sundries.....	125.9	125.7 ^r	125.6	+0.2	+0.2
Weighted Total.....	131.3	131.4	130.4	-0.1	+0.7
Meadville, Pa.²					
Food.....	n.a.	n.a.	144.8	n.a.	n.a.
Housing ¹	n.a.	n.a.	110.8	n.a.	n.a.
Clothing.....	n.a.	n.a.	119.2	n.a.	n.a.
Fuel and light.....	n.a.	n.a.	112.1	n.a.	n.a.
Housefurnishings.....	n.a.	n.a.	134.6	n.a.	n.a.
Sundries.....	n.a.	n.a.	125.7	n.a.	n.a.
Weighted Total.....	n.a.	n.a.	126.7	n.a.	n.a.
Memphis					
Food.....	156.5	155.3 ^r	154.6	+0.8	+1.2
Housing ¹	108.4	108.4	109.4	0	-0.9
Clothing.....	138.3	137.9 ^r	133.3	+0.3	+3.8
Fuel and light.....	99.0	98.4	98.1	+0.6	+0.9
Housefurnishings.....	130.9	130.2	129.1	+0.5	+1.4
Sundries.....	114.3	114.3	113.6	0	+0.6
Weighted Total.....	127.6	127.1	126.3	+0.4	+1.0

¹Rents surveyed twice annually, May 15 and October 15.
²Compilation of indexes temporarily discontinued.

n.a. Not available.

^rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1945	April 1945	May 1944	April 1945 to May 1945	May 1944 to May 1945
Milwaukee					
Food.....	144.6	140.1	141.1	+3.2	+2.5
Housing ¹	103.4	103.4	103.4	0	0
Clothing.....	139.2	139.2	133.6	0	+4.2
Fuel and light.....	110.5	110.5	109.8	0	+0.6
Housefurnishings.....	129.1	129.1	127.6	0	+1.2
Sundries.....	122.7	122.7	120.9	0	+1.5
Weighted Total.....	126.4	125.1	124.2	+1.0	+1.8
Minneapolis					
Food.....	150.0	149.1	147.2	+0.6	+1.9
Housing ¹	103.7	103.7	103.7	0	0
Clothing.....	136.0	136.1	132.7	-0.1	+2.5
Fuel and light.....	103.8	103.8	105.1	0	-1.2
Housefurnishings.....	125.1	125.3 _r	121.9	-0.2	+2.6
Sundries.....	123.7	123.7	120.9	0	+2.3
Weighted Total.....	127.6	127.3	125.6	+0.2	+1.6
Muskegon					
Food.....	166.6	163.8	158.9	+1.7	+4.8
Housing ¹	115.2	115.2	115.2	0	0
Clothing.....	131.4	131.3	130.9	+0.1	+0.4
Fuel and light.....	115.5	115.5	114.6	0	+0.8
Housefurnishings.....	121.9	121.9	120.6	0	+1.1
Sundries.....	121.8	121.7	119.8	+0.1	+1.7
Weighted Total.....	133.6	132.8	130.7	+0.6	+2.2
Newark					
Food.....	141.6	137.7	139.3 _r	+2.8	+1.7
Housing ¹	101.4	101.4	101.4	0	0
Clothing.....	128.4	128.5	126.4	-0.1	+1.6
Fuel and light.....	102.7	102.7	106.1	0	-3.2
Housefurnishings.....	133.9	133.9	131.7	0	+1.7
Sundries.....	120.2	119.7	119.4	+0.4	+0.7
Weighted Total.....	124.8	123.3	123.6 _r	+1.2	+1.0
New Haven					
Food.....	137.2	135.5	133.9	+1.3	+2.5
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	130.9	130.8	126.1	+0.1	+3.8
Fuel and light.....	112.2	112.2	112.0	0	+0.2
Housefurnishings.....	128.2	128.2	124.4	0	+3.1
Sundries.....	111.8	111.8	111.4	0	+0.4
Weighted Total.....	121.1	120.6	119.4	+0.4	+1.4
New Orleans					
Food.....	150.3	149.2	145.6	+0.7	+3.2
Housing ¹	110.6	110.5	110.6	+0.1	0
Clothing.....	134.3	134.0	132.7	+0.2	+1.2
Fuel and light.....	85.7	85.7	85.7 _r	0	0
Housefurnishings.....	124.2	124.3	124.2	-0.1	0
Sundries.....	123.5	123.5	120.9	0	+2.2
Weighted Total.....	130.7	130.2	128.0 _r	+0.4	+2.1
New York					
Food.....	141.0	139.6	140.0	+1.0	+0.7
Housing ¹	100.8	100.8	100.8	0	0
Clothing.....	135.9	135.5	133.8	+0.3	+1.6
Fuel and light.....	107.3	107.3	107.7	0	-0.4
Housefurnishings.....	132.5	132.9	129.9	-0.3	+2.0
Sundries.....	123.9	123.9	121.6	0	+1.9
Weighted Total.....	125.9	125.3	124.7	+0.5	+1.0
Omaha					
Food.....	151.6	148.6 _r	146.6	+2.0	+3.4
Housing ¹	100.6	100.6	100.6	0	0
Clothing.....	130.6	130.3	125.8	+0.2	+3.8
Fuel and light.....	107.8	107.0	106.5	+0.7	+1.2
Housefurnishings.....	142.4	142.4 _r	136.3	0	+4.5
Sundries.....	126.1	123.2	121.1	+2.4	+4.1
Weighted Total.....	128.8	126.9 _r	124.9	+1.5	+3.1
Parkersburg, W. Va.					
Food.....	145.2	144.3	142.2	+0.6	+2.1
Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	125.4	125.4	125.4	0	0
Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	132.0	132.0 _r	126.8	0	+4.1
Sundries.....	117.9	118.1	116.5	-0.2	+1.2
Weighted Total.....	126.2	125.9 _r	124.4	+0.2	+1.4
Philadelphia					
Food.....	141.0	137.6	137.9	+2.5	+2.2
Housing ¹	102.7	102.7	102.9	0	-0.2
Clothing.....	131.8	131.5 _r	129.4	+0.2	+1.9
Fuel and light.....	110.4	110.8	110.0	-0.4	+0.4
Housefurnishings.....	131.0	128.9	121.2	+1.6	+8.1
Sundries.....	125.7	125.6	125.1	+0.1	+0.5
Weighted Total.....	127.3	126.0 _r	125.3	+1.0	+1.6
Pittsburgh					
Food.....	141.4	140.8	140.8	+0.4	+0.4
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	130.6	130.6	128.9	0	+1.3
Fuel and light.....	110.9	110.3	110.3	+0.5	+0.5
Housefurnishings.....	119.9	119.7	118.1	+0.2	+1.5
Sundries.....	120.4	120.3	118.9	+0.1	+1.3
Weighted Total.....	124.9	124.6	124.0	+0.2	+0.7
Portland, Ore.					
Food.....	146.3	147.8	145.2	-1.0	+0.8
Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	141.7	141.4	139.5	+0.2	+1.6
Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	122.5	123.9	120.6	-1.1	+1.6
Sundries.....	117.1	117.1	118.4	0	+1.1
Weighted Total.....	128.2	128.7	128.0	-0.4	+0.2
Providence					
Food.....	147.8	146.1	139.3	+1.2	+6.1
Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	135.4	135.2	132.8	+0.1	+2.0
Fuel and light.....	114.1	114.1	115.6	0	-1.3
Housefurnishings.....	126.2	126.2	126.2	0	0
Sundries.....	126.0	125.9	120.2	+0.1	+4.8
Weighted Total.....	128.4	127.8	124.0	+0.5	+3.5
Richmond					
Food.....	159.0	156.4 _r	153.0	+1.7	+3.9
Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	131.9	131.8 _r	129.6	+0.5	+1.8
Fuel and light.....	105.8	104.8	105.4	+1.0	+0.4
Housefurnishings.....	121.3	121.2	121.2	+0.1	+0.1
Sundries.....	119.9	119.9	117.1	0	+2.4
Weighted Total.....	128.8	127.9	125.9	+0.7	+2.3
Roanoke, Va.					
Food.....	148.7	148.2	149.6	+0.3	-0.6
Housing ¹	121.6	121.6	120.3	0	+1.1
Clothing.....	133.7	133.6	131.4	+0.1	+1.8
Fuel and light.....	109.5	107.9	107.3	+1.5	+2.1
Housefurnishings.....	124.0	124.0	121.8	0	+1.8
Sundries.....	123.6	123.6	121.6	0	+1.6
Weighted Total.....	130.8	130.5	129.7	+0.2	+0.8
Rochester					
Food.....	146.9	145.6	144.7	+0.9	+1.5
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	132.5	132.2 _r	130.5	+0.2	+1.5
Fuel and light.....	117.9	117.9	118.4	0	-0.4
Housefurnishings.....	138.4	139.0	135.8 _r	-0.4	+1.9
Sundries.....	128.8	128.8	127.0	0	+1.4
Weighted Total.....	128.6	128.2 _r	127.2	+0.3	+1.1

¹Rents surveyed twice annually, May 15 and October 15.

_rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1945	April 1945	May 1944	April 1945 to May 1945	May 1944 to May 1945
Rockford, Ill.					
Food.....	149.9	146.7	146.4	+2.2	+2.4
Housing ¹	138.1	138.1	138.0	0	+0.1
Clothing.....	130.7	129.6	125.4	+0.8	+4.2
Fuel and light.....	115.1	113.8	113.6	+1.1	+1.3
Housefurnishings.....	131.3	131.3	131.2	0	+0.1
Sundries.....	122.7	122.7	121.4	0	+1.1
Weighted Total.....	134.4	133.2	132.3	+0.9	+1.6
Sacramento					
Food.....	147.2	148.5	148.2	-0.9	-0.7
Housing ¹	104.1	104.1	104.1	0	0
Clothing.....	140.8	140.9	136.1	-0.1	+3.5
Fuel and light.....	80.8	80.8	80.8	0	0
Housefurnishings.....	140.7	141.5 _r	142.5 _r	-0.6	-1.3
Sundries.....	125.0	125.0	122.1	0	+2.4
Weighted Total.....	128.1	128.5 _r	127.1 _r	-0.3	+0.8
St. Louis					
Food.....	146.5	144.2	144.5	+1.6	+1.4
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	130.1	130.0	127.5	+0.1	+2.0
Fuel and light.....	116.8	115.5	114.5	+1.1	+2.0
Housefurnishings.....	119.1	118.9	118.2	+0.2	+0.8
Sundries.....	117.7	117.6	116.1	+0.1	+1.4
Weighted Total.....	126.5	125.6	124.9	+0.7	+1.3
St. Paul					
Food.....	141.9	141.1	140.6	+0.6	+0.9
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	126.8	126.8 _r	123.1	0	+3.0
Fuel and light.....	106.6	106.6	106.7	0	-0.1
Housefurnishings.....	127.8	127.8 _r	126.2	0	+1.3
Sundries.....	121.6	121.5	120.7	+0.1	+0.7
Weighted Total.....	123.5	123.3 _r	122.5	+0.2	+0.8
San Francisco-Oakland					
Food.....	146.3	147.0	146.2	-0.5	+0.1
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	136.5	136.7 _r	131.6	-0.1	+3.7
Fuel and light.....	89.9	89.9	89.7	0	+0.2
Housefurnishings.....	124.2	124.2	119.9	0	+3.6
Sundries.....	124.3	124.2	122.2	+0.1	+1.7
Weighted Total.....	127.5	127.7	126.1	-0.2	+1.1
Seattle					
Food.....	152.6	152.2	148.7	+0.3	+2.6
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	131.5	131.5	126.2	0	+4.2
Fuel and light.....	110.2	109.4	108.4 _r	+0.7	+1.7
Housefurnishings.....	121.0	121.0	121.2	0	-0.2
Sundries.....	121.2	121.2	120.4	0	+0.7
Weighted Total.....	129.2	129.0	127.0 _r	+0.2	+1.7
Spokane					
Food.....	142.7	143.0	139.9	-0.2	+2.0
Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.5	124.3	124.0	+0.2	+0.4
Fuel and light.....	134.7	134.3	133.9	+0.3	+0.6
Housefurnishings.....	132.7	132.7	132.7	0	0
Sundries.....	120.2	120.2	117.9	0	+2.0
Weighted Total.....	127.0	127.0	125.3	0	+1.4
Syracuse					
Food.....	144.8	141.3	143.1	+2.5	+1.2
Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	133.3	133.2	131.2	+0.1	+1.6
Fuel and light.....	115.2	115.4	114.7	-0.2	+0.4
Housefurnishings.....	130.5	130.6	133.1	-0.1	-2.0
Sundries.....	120.3	120.0	119.0	+0.3	+1.1
Weighted Total.....	127.9	126.9	126.9	+0.8	+0.8
Toledo					
Food.....	147.9	145.4 _r	139.8	+1.7	+5.8
Housing ¹	113.1	113.0	113.0	+0.1	+0.1
Clothing.....	133.3	132.3 _r	124.9	+0.8	+6.7
Fuel and light.....	103.9	107.7	107.4	+1.1	+1.4
Housefurnishings.....	123.6	123.6 _r	123.3	0	+0.2
Sundries.....	129.3	129.2	127.7	+0.1	+1.3
Weighted Total.....	130.8	129.8 _r	126.9	+0.8	+3.1
Wausau, Wis.					
Food.....	157.3	155.4	150.9	+1.2	+4.2
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	145.3	143.9 _r	135.5	+1.0	+7.2
Fuel and light.....	109.3	109.3	109.8	0	-0.5
Housefurnishings.....	125.6	125.6 _r	125.7	0	-0.1
Sundries.....	117.1	117.1	116.5	0	+0.5
Weighted Total.....	129.0	128.3	126.0	+0.5	+2.4
Wilmington, Del.					
Food.....	141.0	138.6	139.1	+1.7	+1.4
Housing ¹	104.9	104.5	104.6	+0.4	+0.3
Clothing.....	132.5	132.4 _r	130.4	+0.1	+1.6
Fuel and light.....	104.8	104.8	105.3	0	-0.5
Housefurnishings.....	126.1	126.2	119.9	-0.1	+5.2
Sundries.....	116.2	116.2	116.6	0	-0.3
Weighted Total.....	125.0	124.1	123.8	+0.7	+1.0
Youngstown					
Food.....	156.1	154.0	149.6	+1.4	+4.3
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	145.8	145.4 _r	137.2 _r	+0.3	+6.3
Fuel and light.....	108.2	106.7	106.7	+1.4	+1.4
Housefurnishings.....	134.2	143.9 _r	136.4 _r	-6.7	-1.6
Sundries.....	116.8	116.8	114.9	0	+1.7
Weighted Total.....	130.4	130.0 _r	126.9 _r	+0.3	+2.8

¹Rents surveyed twice annually, May 15, and October 15.

_rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN FOUR CITIES

CITY	April 1945 to May 1945	May 1944 to May 1945	CITY	April 1945 to May 1945	May 1944 to May 1945	CITY	April 1945 to May 1945	May 1944 to May 1945	CITY	April 1945 to May 1945	May 1944 to May 1945
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	+0.6	+1.6	Food.....	+2.6	+3.7	Food.....	+1.5	+3.1	Food.....	+1.4	+1.6
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	+0.3
Clothing.....	0	+4.4	Clothing.....	+0.1	+4.1	Clothing.....	0	+6.6	Clothing.....	0	+6.2
Fuel and light.....	+0.6	+0.7	Fuel and light.....	+0.1	+2.1	Fuel and light.....	0	+3.5	Fuel and light.....	0	-2.5
Housefurnishings.....	0	+1.5	Housefurnishings.....	0	+1.4	Housefurnishings.....	0	-0.1	Housefurnishings.....	+0.1	+2.5
Sundries.....	0	+7.3	Sundries.....	-0.2	+2.6	Sundries.....	0	+1.6	Sundries.....	+0.1	+10.3
Weighted Total.....	+0.2	+3.5	Weighted Total.....	+0.8	+2.7	Weighted Total.....	+0.6	+2.6	Weighted Total.....	+0.5	+4.0

¹Rents surveyed twice annually, May 15, and October 15.

²Includes Lockport and Rockdale.

Strikes and Turnover Rates

FINAL FIGURES showing the trend of strike activity during the year 1944 have been released by the Bureau of Labor Statistics. The monthly totals, as well as the annual totals, reveal interesting comparisons with previous years.

The most quoted of strike statistics is the number of strikes occurring during the year, although this figure considered by itself can often be very misleading. During 1944, as many as 4,956 strikes and lockouts occurred, although the time lost per worker was "less than in any year for which information is available." This is

the greatest number of strikes recorded for any year since the series was begun in 1881. The next highest figure is 4,740 for 1937. In 1941, which toward the end saw our entry into World War II, 4,288 strikes occurred. In the following year there was a drop of 30.8%, followed in subsequent years by a steadily upward trend with an increase of 26.4% from 1942 to 1943, and of 32.1% from 1943 to 1944.

A strike epidemic does not have the same effect upon the economy in a year like 1937 as it does in 1944. Although

strikes were on the average of shorter duration in 1944 they involved about the same number of workers per strike as in 1937 and there were more instances when workers stopped producing and started a chain of lowered production on the part of those dependent upon their goods or services.

RISE IN WORKERS IDLE

The number of workers idle during 1944 was 2,115,637, an average of 176,303 a month, or 427 for each strike. This was an increase over 1943 of 6.8%. In 1941,

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ² (1935-1939 =100)	Manufacturing					
	Strikes ¹		Man Days Idle During Period (Thousand)		Turnover Rate per 100 Employees ¹					Accessions ⁷
	Beginning in Period				Separations ³					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁵	Discharges ⁶	Layoffs ⁴	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	4,956	2,116	18,721	252	781.8	761.0	5.9	7.7	7.2	73.0
1944 January.....	330	114	710	259	6.7	4.6	.6	.7	.8	6.5
February.....	340	146	459	259	6.6	4.6	.6	.6	.8	5.5
March.....	386	135	441	257	7.4	5.0	.8	.7	.9	5.8
April.....	1,453	1,165	1,614	255	6.8	4.9	.7	.6	.6	5.5
May.....	1,589	1,319	1,443	252	7.1	5.3	.7	.6	.5	6.4
June.....	1,441	1,145	1,727	252	7.1	5.4	.5	.7	.5	7.6
July.....	1,469	1,172	1,652	248	6.6	5.0	.4	.7	.5	6.3
August.....	1,501	1,198	1,959	251	7.8	6.2	.4	.7	.5	6.3
September.....	1,408	1,207	1,786	249	7.6	6.1	.3	.6	.6	6.1
October.....	1,430	1,222	1,756	250	6.4	5.0	.3	.6	.5	6.0
November.....	1,345	1,201	1,789	248	6.0	4.6	.3	.6	.5	6.1
December.....	1,264	1,092	1,387	248	5.7	4.3	.3	.6	.5	4.9
1945 January.....	240	44	228	248	6.2	4.6	.3	.7	.6	7.0
February.....	310	109	412	250	6.0	4.3	.3	.7	.7	5.0
March.....	400	210	860	249	6.8	5.0	.4	.7	.7	4.9
April.....	1,450	1,235	1,330	245	6.6	4.8	.4	.6	.8	4.6

NOTE: For back figures, see *The Conference Board Management Record*, June, 1944, p. 170.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN MAY, 1945
(Incomplete Report Based on Information Appearing in the Press.)

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
Aluminum Company of America ¹	CIO	Detroit, Mich.	5/25	5/31	890a	¹ Five plants were affected.
American Can Company ²	AFL	Jersey City, N. J.	28	..	1,425b	² Two plants.
Bell Aircraft Corporation	CIO	(³)	28	..	200	³ Plants at Buffalo and Niagara, N. Y.
Bethlehem Steel Company	CIO	Lackawanna, N. Y.	11	..	5,000c	⁴ Service crew workers.
Carnegie-Illinois Steel Corporation ⁴	n.a.	Duquesne, Pa.	3	9	57	⁵ Jefferson and Kercheval plants.
Champion Spark Plug Company	CIO	Hamtramck, Mich.	3	4	1,060d	⁶ Forge Division of the Dodge plant.
Chrysler Corporation ⁵	n.a.	Detroit, Mich.	9	10	593e	⁷ Congress Die Casting Division.
Chrysler Corporation ⁶	n.a.	Chicago, Ill.	28	..	500	⁸ Renton No. 3 mine.
Coal miners	UMW	Pennsylvania	1	19	72,000	⁹ Spring and sash plants.
Coal miners	n.a.	Logan County, W. Va.	17	..	1,000	¹⁰ Two plants.
Congress Tool & Die Company ⁷	CIO	Detroit, Mich.	16	18	60	¹¹ Three plants.
Consolidation Coal Company ⁸	n.a.	Pittsburgh, Pa.	18	18	n.a.	¹² Berry Mine.
Continental Motors Corporation	CIO	Detroit, Mich.	11	17	6,000	¹³ Lincoln plant.
Detroit Steel Products Company	CIO	Detroit, Mich.	10	..	60	¹⁴ Detroit Diesel Engine Division.
Detroit Steel Products Company ⁹	CIO	Detroit, Mich.	22	23	500	¹⁵ Clerical workers.
Detroit Tap & Tool Company ¹⁰	MESA	Hamtramck, Mich.	1	14	600	¹⁶ Soaking pit workers at Southside plant.
Federal-Mogul Corporation ¹¹	CIO	Detroit, Mich.	7	9	2,300	¹⁷ Vesta No. 4 pit.
Federal-Mogul Corporation	CIO	Detroit, Mich.	22	24	120	¹⁸ Plants affected were: Lambert-St. Louis Field, 18th Street, Pine Street, Laclede Avenue and Lindell Boulevard.
Ford Collieries Company ¹²	n.a.	Curtisville, Pa.	18	..	494	¹⁹ Three plants.
Ford Motor Company ¹³	CIO	Detroit, Mich.	5	..	7,200	²⁰ Maintenance workers.
Fruehauf Trailer Company	CIO	Detroit, Mich.	7	28	2,000	²¹ Helpers in the maintenance department.
General Motors Corporation ¹⁴	CIO	Detroit, Mich.	19	29	4,300	²² Hern Avenue plant.
Hudson Motor Car Company ¹⁵	n.a.	Detroit, Mich.	16	17	135	²³ Forging plant.
Ingalls Iron Works Company	n.a.	Verona, Pa.	18	25	140	²⁴ Bolt and nut division.
Jones & Laughlin Steel Corporation ¹⁶	CIO	Pittsburgh, Pa.	14	24	1,964f	²⁵ Crescent No. 2 mine.
Jones & Laughlin Steel Corporation ¹⁷	n.a.	Pittsburgh, Pa.	18	..	n.a.	²⁶ Punch department.
Liggett Spring & Axle Company	n.a.	Monongahela, Pa.	19	25	400	²⁷ Forge Division.
McDonnell Aircraft Corporation ¹⁸	AFL	St. Louis, Mo.	28	31	2,801g	²⁸ Propeller hub department.
Michigan Steel Casting Company	CIO	Detroit, Mich.	2	4	400	²⁹ White collar workers.
Michigan Tool Company ¹⁹	MESA	Detroit, Mich.	1	14	1,100	³⁰ Employees of the Garfield-Passaic Bus Company and the Crosstown Line, operating in Clifton, Garfield and Passaic, N. J.
Mueller Brass Company	CIO	Port Huron, Mich.	23	..	3,500	³¹ Employed at the Empire State Building.
Murray Corporation of America ²⁰	n.a.	Detroit, Mich.	16	17	400	³² Mechanics and servicemen.
Packard Motor Car Company ²¹	CIO	Detroit, Mich.	11	..	400	³³ Began in Paducah and then spread to Memphis and other points throughout Dixie-Greyhound territory.
Packard Motor Car Company ²²	CIO	Detroit, Mich.	21	..	800h	³⁴ Trolley and bus drivers.
Pressed Steel Car Company ²³	n.a.	McKees Rocks, Pa.	18	..	135	³⁵ Employees of the Newark Newsdealers Supply Company and the Essex County News Company.
Republic Steel Corporation ²⁴	CIO	Cleveland, Ohio	5	..	400	³⁶ Newark and Essex County, N. J.
Republic Steel Corporation ²⁵	n.a.	Pittsburgh, Pa.	18	..	n.a.	³⁷ Bus and trolley operators and maintenance workers.
St. Louis Car Company ²⁶	CIO	St. Louis, Mo.	28	29	300	³⁸ Ticket sellers, baggage men, information clerks, redcaps and maids at the Greyhound Terminal.
F. M. Sibley Lumber Company	AFL	Detroit, Mich.	22	..	40i	³⁹ Employees of 1,200 Chicago trucking firms.
Standard Steel Spring Company	AFL	Madison, Mo.	9	..	900j	⁴⁰ Employees of the Federal Cold Storage Company, North Pole Cold Storage Company, Union Cold Storage Company and Wainwright Cold Storage Company.
Timken-Detroit Axle Company ²⁷	CIO	Detroit, Mich.	19	22	500	
Union Switch & Signal Company ²⁸	n.a.	Swissvale, Pa.	11	14	n.a.	
Westinghouse Electric & Manufacturing Company ²⁹	Ind.	East Pittsburgh, Pa.	4	4	500	
Wilson Foundry & Machine Company	CIO	Pontiac, Mich.	22	27	2,000	
Miscellaneous						
Bus drivers	n.a.	(³⁰)	24	25	(k)	⁴¹ 800 employees struck in sympathy with 90 furnace tenders and crewmen.
Charwomen ³¹	AFL	New York, N. Y.	16	17	130	⁴² 61,050 employees of the St. Paul Avenue plant walked out on May 28 and on May 29, they were joined by 375 employees at the Communipaw Avenue plant.
Co-operative Transit Company	n.a.	Wheeling, W. Va.	30	30	250	⁴³ Strike of 2,000 employees caused 3,000 others to be idle.
Dixie Greyhound Lines ³²	AFL	Paducah, Ky. ³³	12	..	250	⁴⁴ Strike of 60 truckers and janitors forced the plant to close.
Logan Valley Electric Railway Company ³⁴	..	Altoona, Pa.	14	..	218	⁴⁵ Strike of 167 maintenance men caused 426 production workers to be sent home.
Newspaper delivery employees ³⁵	Ind.	(³⁶)	12	14	110l	⁴⁶ Strike of 64 workers caused 1,900 other employees to be idle.
Scranton Transit Company ³⁷	n.a.	Scranton, Pa.	21	..	400	⁴⁷ Strike of 1,251 production workers caused 1,500 other employees to be idle.
Terminal employees ³⁸	AFL	St. Louis, Mo.	26	..	78	⁴⁸ Strike began with the walk-out of 400 night shift employees. On May 28, they were joined by approximately 400 day shift employees.
Truck drivers ³⁹	Ind.	Chicago, Ill.	16	23	6,500	⁴⁹ Strike of 40 employees caused three yards to close.
United Parcel Service	AFL	New York, N. Y.	15	18	1,400m	
Warehousemen ⁴⁰	AFL	Pittsburgh, Pa.	16	17	219	
Warehousemen	AFL	Pittsburgh, Pa.	23	24	265	

^jStrike of more than 900 production and maintenance workers caused the plant to close.

^k15,000 employees of woolen mills located in the area were forced to walk to work because of the bus drivers' strike.

^lAs a result of the strike, the distribution of *The Newark Sunday Call* and *The*

Star Ledger, as well as of New York papers, was sharply curtailed.

^mThe strike halted deliveries made by

the United Parcel Service for 375 department stores and specialty shops.

ⁿa.n. Not available.

2,362,620 workers were unproductive because of strikes, a figure next to the high of 1919 when 4,160,348 were idle. From 1941 to 1944, the trend parallels that for the number of strikes: from 1941 to 1942, a decrease of 64.4%; from 1942 to 1943, an increase of 135.9%, followed by a further upward trend from 1943 to 1944 of 6.8%. However, for 1943, the Bureau

departed from its usual practice and counted the miners involved in several large coal strikes only once in the final tabulation.

Man days idle during 1944 totaled 8,721,079, a decrease of 35.4% from the previous year's figure of 13,500,529. They averaged 1,760 days a strike and 4.1 days a worker idle. In 1941, there were 23,-

047,556 man days of idleness, the highest since 1937.

MANY SHORT STRIKES

The average duration in calendar days of each strike was only 5.6 days in 1944, a figure slightly higher than the figure reported for 1943. However, until 1943 there had been a steady decline in the

duration of strikes from 23.6 days in 1938 to 5.0 in 1943. The largest proportion of strikes, 34.6%, lasted two to three days, affecting 36.1% of all workers on strike.

INDUSTRY BREAKDOWN

Of the total of 4,956 strikes occurring in 1944, 3,257 of them occurred in manufacturing industries, or more than 65%. Iron and steel and their products accounted for the largest number—998, or 30.6%. The next largest groups were transportation equipment (except automobiles) 321, and machinery except electrical, 311. Automobiles and automobile equipment ranked fourth with 228. The remaining manufacturing industries had 184 or less.

These four industry groups also had the largest number of workers affected, although they ranked in a slightly different order. Automobile and automobile equipment leads the group with 388,763 workers involved, and with the highest average of more than 1,705 workers a strike. This industry is followed by iron and steel and their products with 369,196 workers; transportation equipment, with 363,159; and machinery, with 141,078 workers involved. For the three last named, workers per strike averaged 370, 1,131, and 454, respectively. Two hundred twenty-eight strikes are listed as having occurred in the automotive industry.

The man days idle in manufacturing industries account for 70.5% of the total, and were the highest in the four industries mentioned above, which accounted for 65.0% of the manufacturing total. The ranking is exactly the same as for workers involved: 1,361,053 man days in automotive, 1,225,660 in iron and steel, 897,345 in transportation equipment, and 507,917 in machinery. The breakdown per strike is 5,970, 1,228, 2,795 and 1,633 man days lost, respectively. These averages were exceeded in the agricultural, forestry and fishing industry, with 15,249 man days lost a strike, but with a total of only eighteen strikes.

Strikes in Mining

Excluding manufacturing, the largest number of strikes was 893 in the mining industry, followed by 335 strikes in transportation, communication, and other public utilities. These two industries ranked the same for the number of workers affected and the number of man days idle. The mining industry had 278,051 workers idle who caused 1,412,634 lost man days of production. In 1943, this industry accounted for 9,370,218 man days of idleness, or 69.4% of the total for all industries. Transportation, communication, and other public utilities in 1944 had 344,956

man days of idleness on the part of 73,390 workers.

GEOGRAPHICAL BREAKDOWN

The annual totals of strikes, workers involved and man days of idleness are broken down by states. Michigan, Pennsylvania, Ohio and Illinois ranked the highest in this distribution. Michigan was first in the number of workers affected, (568,738) and in the number of man days idle (1,836,903), while Pennsylvania had the largest number of strikes (821). These four states together account for 48.9% of the strikes, 59.8% of the workers and 53.5% of the idle man days.

ORGANIZATIONS INVOLVED

The AFL was connected with 34.2% of the strikes starting in 1944, and the CIO with 39.2%. This does not necessarily mean that the strikes were called or authorized by the union but only that the workers originating the strike belonged to that particular group. More than half (52.3%) of the workers involved were members of the CIO, and only 21.5% belonged to AFL unions. These percentages compare with 44.3% and 19.6% in 1943. Man days lost were 3,410,597 by members of CIO unions and 2,453,521 by members of AFL unions. The remainder of the strikes were chargeable to unaffiliated unions, railroad brotherhoods, company unions, and unorganized groups of workers (only 206 strikes were held by the unorganized groups).

CAUSES AND RESULTS

Workers interested in wage and hour problems caused 43.3% of the strikes and 38.0% of the idleness. These workers numbered 38.1% of the total. Approximately half the strikes resulted from demands for wage increases, while the other half involved adjustments in piece rates, wage classifications, vacation pay and other considerations which would eventually increase earnings.

Union organization, once a more important factor, was behind 11.3% of the strikes and accounted for 15.5% of the workers involved and 17.3% of the time. Other working conditions, such as job security, shop conditions and policies, and work load, caused 36.3% of the strikes and 29.1% of the idleness. It is an interesting point that 19.3% of all workers striking were interested in job security as their main issue.

Slightly more than half the strikes had their issues settled when the strike was terminated. Of these, 39.8% resulted in substantial gains to the workers. From 41.3% of the strikes little, no, or an indeterminate amount of gain was received.

Approximately half the strikes ended with the issues still to be negotiated: 34.6% by the parties concerned, 59.2% by government agencies, and 6.2% by private arbiters.

COAL STRIKE

During the month of April, negotiations for a new contract by the soft-coal miners and operators dominated the picture; in May, this spotlight was transferred to the hard-coal miners and operators. On April 30, the contract between the United Mine Workers and the anthracite mine operators expired and the next day 72,000 miners were out on strike. Since by May 3 none of them had returned to work and John L. Lewis had refused to extend the old contract, Secretary of the Interior Ickes took over the mines for the government.

For a while, efforts to settle the problem were ineffective, with the miners remaining away from their work. Finally, on May 17, a proposal made by Secretary Ickes was accepted by both sides as a basis for resuming the contract negotiations. The amount suggested was \$1.375, or about half way between the \$1.03 advanced by the operators and the \$1.79 demanded by the UMW. On May 19, both sides agreed to the \$1.375 figure, retroactive to May 1, and the miners were urged by the union to resume full production the following Monday. This increase will bring the pay of the anthracite miners into approximation with that of the soft-coal miners.

Payment for underground travel time accounts for \$1.132 of the increase. The remainder covers such items as increased vacation pay, shift differentials, etc. This settlement must be approved by the War Labor Board and the other stabilization agencies before it goes into effect. It is thought that anthracite prices (mainly for domestic sizes) will be increased 50 cents to 75 cents a ton.

The 72,000 miners who were inactive for nineteen days mine practically all the anthracite used in this country. It is estimated that there will be 3,500,000 fewer tons of space-heating fuel next winter because of the idleness.

APRIL STRIKE FIGURES

The soft-coal miners' strike during April is reflected in the latest monthly figures released by the Bureau of Labor Statistics. There were 1,330,000 man days lost during April, or 54.7% more than March and 116.5% more than April a year ago. This is the third consecutive increase.

This same general trend is evidenced by both of the other series. There were 450 strikes started in April, or 12.5% more than last month. It was the largest num-

ber in one month since August, 1944. The number of workers involved was 285,000, or 35.7% more than the previous month, and 72.7% more than in April, 1944. The 285,000 level was the highest since May of the previous year.

TURNOVER RATES

The total separation rate for manufacturing industries decreased slightly in April. It was 6.6 per 100 employees, as compared with 6.8 both in March, 1945, and in April, 1944. The accession rate, however, was the lowest since November,

1941, the month previous to Pearl Harbor. It was 4.6 in April as contrasted with 4.9 the preceding month and 5.5 the year before.

Layoffs show a tendency, although slight, to increase since the last quarter of 1944. This is largely accounted for by curtailed production schedules at shipbuilding, aircraft and aircraft parts plants. Transportation equipment concerns had the highest rate of the individual groups—2.5 per 100 employees.

MARY A. WERTZ
Division of Labor Statistics

Management Book Shelf

Industrial Organization and Management. By Lawrence L. Bethel, Franklin S. Atwater, George H. E. Smith, and Harvey A. Stackman, Jr. New York: McGraw-Hill Book Company.

Two of the authors of this book, L. L. Bethel and F. S. Atwater, have previously gained favorable attention in the industrial world by their study of "Production Control," also published by McGraw-Hill. Mr. Bethel is director of both the New Haven YMCA Junior College and the ESMWT Program at Yale University, while Mr. Atwater is a lecturer in the Department of Business and Engineering Administration at Massachusetts Institute of Technology and production engineer at the Fafnir Bearing Company, New Britain, Connecticut. Mr. Smith is a lawyer and economist, and Mr. Stackman is a personnel administrator at Scovill Manufacturing Company, Waterbury, Connecticut, and a member of the ESMWT staff at Yale University.

The book is divided into four sections. "American Industry," relates the history of economic and social foundations. "Organizing the Industrial Enterprise" gives the principles of forecasting, financing, internal organization, product development, and physical facilities. "Operating the Enterprise" describes the manufacture of products, including the planning of production, purchasing, receiving and controlling materials, quality control, methods analysis and work simplification, administration of industrial relations, office management and sales. The fourth section deals with internal coordination of the enterprise and its external relation to the national and world economy.

This book is the eighth in the industrial organization and management series published by the McGraw-Hill Book Com-

pany under the guidance of a ten-man advisory committee of businessmen and educators.

The method of presentation in each chapter follows a similar sequence: (1) brief fundamental statements of the background and operating principles pertaining to the function in question; (2) case examples illustrating the application of principles; (3) consideration of controversial issues of the present and tentative outlook of the future; and (4) case problems and questions adapted from actual plant situations. E. S. H.

Suggestion Systems—A Brief Survey of Modern Theory and Practice. Chicago: National Association of Suggestion Systems, 122 South Michigan Avenue.

Administrators of twenty-eight employee suggestion systems formed at a meeting in Chicago on July 27, 1942, an organization for exchange of information on suggestion-plan policies and practices. The formal purpose of the National Association of Suggestion Systems is stated as follows: "to improve employer-employee relations, to stimulate constructive thinking on the part of both, and in general to enhance a sympathetic understanding of mutual problems toward making this a better working world in which to live." Conferences held by the association in Chicago, Cleveland, New York and Pittsburgh during the past three years have been well attended and have stimulated a growing membership list.

This book is a product of the joint authorship of the board of directors of the association and therefore represents a composite of practices of many companies. It covers all phases of the subject, such as eligibility requirements, analysis and evaluation of suggestions, minimum and maxi-

mum awards, organization, and promotion. Most important of all, it stresses objectives and points out that "the [main] objective of any good suggestion system is, in brief, to secure constructive suggestions from as many employees as possible and thus improve employer-employee relations." A bibliography of fifty-one items on suggestion system literature is included. E. S. H.

Simplified Time Study. By Herbert J. Meyers. New York: The Ronald Press, \$2.50.

The author states that his object in writing the book is to make the subject as clear and simple as possible so that it may serve as text material for practical factory men such as foremen, superintendents, shop stewards, and cost accountants. The approach is from the standpoint of men who are not time-study engineers but who should understand good time-study practice and be able to make a practical time study if necessary. "The man who deals with unions," according to the author, "whether he is a personnel manager or a plant manager, should also know what constitutes good time-study practice. This will enable him to deal more fairly, because records of efficiency and performance will take on an entirely different meaning."

Experienced time-study engineers will find the chapter on "Leveling Factors" particularly interesting. It describes a technique for rating operator skill and effort similar to that advocated in "Time and Motion Study," by Lowry, Maynard and Stegemerten, using the same six components on each factor but giving slightly different definitions. E. S. H.

How to Stimulate Postwar Employment.

By Sumner H. Slichter. Reprinted from the *Annals of The American Academy of Political and Social Science*, March, 1945.

Professor Slichter states that federal expenditures will drop from about \$70 billion to \$25 billion or less within two years after the war with Japan ends. Immediately following the Japanese war, 6 million to 7 million workers will be laid off either temporarily or permanently. Six million to 7 million men will be released from the Armed Forces.

In discussing the unemployment fear psychosis prevalent among workers in war industries, many observers feel that this mental state may lead to industrial and communal disturbances similar to what followed World War I. Professor Slichter devotes interesting chapters to "Elements in Conversion Program," "Buffer against Unemployment" and "Program to Sustain Demands." A.A.D.

Job Safety Training Manual. By Kenneth L. Faist and Stanton M. Newkirk. Deep River, Connecticut: National Foremen's Institute, 52 pp., \$5.00

A brief and intensive training program for supervisors, given in the form of five two-hour sessions. A colorful 36-page booklet, "Safety for You," written by Earl E. Tatrow and prepared under the supervision of Emil J. Novak, Director of Train-

ing, Fairchild Aviation Corporation, is included and forms an interesting supplement. E.S.H.

"Buffalo: Reemployment Preview," *Business Week*, June 9, 1945. What is happening to workers laid off from war industries is a problem that concerns all who are interested in the economic pattern of the nation during the reconversion period. This article deals with the actions of many thousands of aircraft workers released from plants in the Buffalo area. It seems that most of the first layoffs were of women employees. As a result, plants short of men are still facing a problem. Buffalo can be thankful that throughout the years it has become a rather versatile industrial center, a factor which should help soften the impact in the transition period. A.A.D.

"Management Can Talk Back to Labor," by Charles B. Coates, *Factory Management and Maintenance*, May, 1945. Talking back to each other is an American right, but oftentimes it is more expedient not to talk back but to listen to the other guy blow off steam. It has been said that talk is cheap, but this reviewer contends that talk can be expensive and has upset the applecart more often than is good for sound industrial relations.

Mr. Coates says that "managements are proving the value—in the right time, place, and manner—of the specific factual reply." Some union leaders say the same thing in relation to their own presentation. Is it wise to put emphasis on the word "reply"? Would it not be wiser to have the "direct approach" on the basis of joint discussion rather than replying to each other's charges and countercharges at the collective-bargaining conference?

This article points out some pretty sharp "rabble rousing" charges by unions in their publications, and the prominent use of cartoons in union propaganda campaigns. As the author points out "the average worker is plainly not sold on management." This reviewer, however, disagrees with Mr. Coates in

his statement that the average worker is not sold on the economic system that management represents. The fact is that the average worker is not aware of the economic system management represents, and management and labor have done very little to inform him. A.A.D.

"Trade Unions and the State," by K. Omelchenko, *Informational Bulletin*, Embassy of U.S.S.R., May 15, 1945. The criticism being levied against Soviet trade unions by leaders of American unions, particularly from the leadership of the AFL, has apparently incensed the leaders of the All-Union Council of Soviet Trade Unions.

Mr. Omelchenko criticizes all who state that there is a "lack of confidence" among Russian trade unions and analyzes the difference between unions in democracies and Soviet unions. The writer points out that unions always cooperate with the state in democracies and that "the highest AFL executives tolerate gangsters among AFL officials."

Without going into detail regarding the functions of Soviet unions or the degree of autonomy they have, the writer states: "The Soviet trade unions unreservedly support their workers' state in the interests of the working class . . . malicious anti-Soviet slanderers can draw from this the conclusion that Soviet unions are not voluntary, independent and democratic workers' organizations."

The article, which seems to be more than anything else an attack on the AFL, does not attempt to give a picture of the structure of Soviet unions and their real relationship to the state. A.A.D.

"The National War Labor Board: Its Significance," by Joseph Shister—*The Journal of Political Economy*, March, 1945. An excellent analysis of the activities of the National War Labor Board from the time it began to function to September, 1944. But the student of collective bargaining will have to wait some

time before the picture of bipartite *versus* tripartite methods of settling labor relations problems can be analyzed with complete objectivity. The unions in the United States have obviously benefited greatly through government participation, which is the tripartite method, but some labor leaders are a little wary about government's role in labor relations from here on in. A.A.D.

"Why Doesn't Business Hold a World Conference?" by Robert M. Bowes, *Printers' Ink*, April 27, 1945. The author asks, and in the opinion of this reviewer it is an intelligent question, ". . . why shouldn't business hold a World Conference about the economic welfare of people?" It is obvious that American business and labor are influenced in more ways than one by international policies and events in countries with which we do business. Very little research has been done in recent years on the trends in various countries from a purely objective point of view. A.A.D.

"Labor Union Seeks Enlightened Public Opinion through Ads," *Printers' Ink*, April 20, 1945. This article deals with an important labor union's program of public relations.

"Union Agreements in the Canned Fruit and Vegetable Industry"—*Bulletin No. 794*, United States Bureau of Labor Statistics, Washington, D. C. This report shows that about 40% of approximately 200,000 workers employed during the height of the canning seasons are covered by collective-bargaining contracts. Approximately one third of the 2,000 canneries in the United States are located on the West coast, and one third in the North Central and Middle Atlantic states.

This study, which covers thirty-two collective-bargaining agreements in effect during the height of the 1943 canning season, is an excellent analysis of the various types of union-contract clauses in the canning industry. A.A.D.

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